

Campus Climate and Intergroup Relations

<http://www.rit.edu/diversity/campus-climate-and-intergroup-relations>

Inclusive Excellence Framework Goal: Create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations. Goal: Create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations.

Task Force Theme:

1. Campus Climate, Intergroup Relations and engagement of faculty, international/religious, LGBTQ, & DHH
 - a. **Current Inclusive Excellence Framework Objective**
 - i. Create a climate that is supportive and respectful and that values differing perspectives and experiences.
 1. **Current & most applicable Inclusive Excellence Framework Strategies**
 - a. Use surveys and/or focus groups to periodically assess student and employee feedback on the climate for diversity.
 - b. Create meaningful dialogue between and among groups that increases understanding of varied perspectives and the nature of social and economic inequalities.
 - c. Educate the campus community on the prevention of harassment and discrimination and productive ways to resolve conflict. Effectively address concerns and complaints.
 - d. Offer educational and celebratory events for students, faculty, staff and the community that recognize, value, and honor diversity and promote inclusion. Evaluate selected programs for their impact on the climate for diversity.
 2. **Current Inclusive Excellence Framework Indicators**
 - a. Perceptions of the climate for diversity as measured by relevant questions on the Employment Climate Survey analyzed by race/ethnicity, gender, employee type and senior management area.
 - b. Benchmark comparisons of diversity and climate-related perceptions and experiences as measured by national or multi-institution surveys (e.g. National Survey of Student Engagement (NSSE), Profile of Today's College Student (National Association of Student Personnel Administrators).