Proposal for Policy Change on Campus Climate

Submitted by: Academic Senate Campus Climate Committee
October 21, 2015

Overview

USC's Strategic Vision (2011) indicates an "appreciation of diversity" as a core value. It further contends that the creation of a culture of transformative scholarship is "founded on the strengths of a diverse campus in an urban setting, including a racially, ethnically and intellectually diverse faculty." The document pledges a commitment to "ethical conduct and appropriate transparency," and frames USC's role as leader, not follower in matters of accountability: "Rather than sit on the sidelines as this discussion continues, we will take the lead in doing so ourselves."

It is time for USC to revisit this Strategic Vision, and take stock of our collective appreciation and commitment to diversity, to reassess our strengths *and* identify our weaknesses. Strum et al. claim that there is often "incongruity between institutions' stated mission and their cultural and institutional architecture, which is currently not set up to fulfill that mission." While USC has made many strides, our commitment to accountability means we recognize and must be aware of potential incongruities, and directly address our shortcomings in order to fulfill the rhetoric of USC's mission.

A vast literature from a range of fields including higher education as well as social work, disciplines under the umbrella of American studies, and law have investigated the relevance and imperative role of diversity and inclusion policies in University settings. These studies largely posit that attention to diversity, inclusion, and "full participation" enhance the "legitimacy, levels of engagement, and robustness of higher education institutions" (Strum et al., 2011). Strum et al. further argue that, "the long-term success of diversity, public engagement, and student success initiatives requires that these efforts become more fully integrated and that their larger institutional settings undergo transformation." To that end and following on the heels of many similar studies, universities across the United States have significantly revised their administrative attention and policies around diversity, particularly in the last decade.

USC can rightly boast that it has a fairly diverse undergraduate student body, but we lag behind in the diversity of our graduate students, postdoctoral scholars, and faculty. We have a responsibility to create a more diverse population at all levels (undergraduate students, graduate students, postdoctoral scholars, faculty, and staff), and to ensure that we have a campus of tolerance and inclusivity. For students, in particular, diversity enriches educational experience and prepares them for leadership roles in an increasingly complex and multicultural society. For faculty, diversity enhances the quality of scholarship by permitting our arguments to avoid conceptual blind spots through vetting with colleagues from different perspectives, while increasing the impact of our scholarship by helping keep pace with a world constantly growing more heterogeneous. And a diverse staff can better appreciate the needs and demands of diverse students and instructors.

Comparative Assessment of Top Tier Universities

Top tier universities have approached campus climate and diversity priorities from different perspectives. However, a survey of websites from a number of top tier universities (see appendix) indicates a strong and consistent commitment to diversity through:

- A dedicated diversity office and administrator within the Provost office
- Transparency around demographic data in relation to race/ethnicity and gender for students, faculty and staff
- Initiatives indicating financial and programmatic dedication to diversity

Many schools including the UC system, Harvard, Stanford, and Cornell have conducted campus-wide, faculty and/or student climate surveys. Other institutions have gathered and publicly shared institutional data presumably based on internal assessments.

Recommendations

Based on this comparative assessment of top tier and peer universities, the USC Academic Senate Campus Climate recommends that USC follow the lead of these other institutions in order to:

- Create a Provost-level, University-wide position centered on diversity policies and initiatives with a charge and public commitment toward creating, maintaining, and continually accounting for a climate of tolerance, inclusivity, and full participation. This charge should include race/ethnicity, gender, sexuality, as well as first generation and low-income students
- Accrue and publicly share data in order to assess USC's standing on diversity and inclusion
- Distribute a campus climate survey that establishes quantitative and qualitative baseline data in order to set benchmarks to assess our progress over time for diversity, inclusivity, and level of participation among students, faculty, and staff
- Promote existing, and create new, initiatives, programs, and policies that prioritize diversity and inclusion including
  - Commitment to recruitment and retention of diverse faculty, expanding on, and holding departments accountable for, "casting the net widely"
  - Commitment, recruitment, and financial support (fellowships) for diverse students, especially graduate students
  - Commitment to broad-based diversity postdoctoral program
- Create a campus police commission (made of faculty, students, staff) to assess campus safety and profiling issues as they arise
- Institute increased diversity/cultural competency education and training for students (especially for first year students, faculty, and staff)
- Reinstitute a diversity course general education requirement for undergraduate students
- Increase support (funding and space) for USC's cultural resource centers

While some of these recommendations are already echoed in USC's Strategic Vision and even its policies, it is the view of this committee that more assessment and oversight of the implementation and efficacy of existing policies is needed. A Provost-level diversity officer would be charged with regular assessment and accountability of University policies and practices. Such a position would also help to stem the siloed and fragmented nature of diversity initiatives across the University.

Citations

 "USC Strategic Vision: Matching Deeds to Ambition," Adopted by the Board of Trustees, December 7, 2011.

Strum, Susan; Eatman, Timothy; Saltmarch, John; and Bush, Adam, "Full Participation: Building the Architecture for Diversity and Community Engagement in Higher Education" (2011). *Imagining America*. Paper 17.
http://surface.syr.edu/cgi/viewcontent.cgi?article=1001&context=ia

<u>Appendix: Comparative Assessment of Top Tier Universities</u>

The following appendix offers brief one-page snapshots of 15 top tier universities as a point of comparison around diversity and climate efforts including:

- Office/administrative unit directing and overseeing diversity and climate initiatives and resources
- Mission of diversity/climate office(s)
- Data provided for public consumption on University websites (often accrued from reports and surveys done by University or outside entities hired by University)
- Funding allocated to diversity (where this information is available)
- Specific initiatives, programs and recommendations

The information in this appendix was collected exclusively from information and data on the respective University websites. Further inquiry into specific University surveys and reports will yield information on the metrics and measures used by select universities that seek to evaluate the value and efficacy of their policies over time. This further research could help us assess best practices for measurement and evaluation.

Appendix: Comparative Assessment of Top Tier Universities cont.

Columbia University http://academicplanning.columbia.edu/

Office:
Office of the Vice Provost for Faculty Diversity and Inclusion (est. 2014; previously Vice Provost for Diversity Initiatives, est. 2004)

Mission:
- Increase diversity in workforce, student body, and educational programs.
- Facilitate faculty development, diversity, and planning initiatives with an emphasis on creating a welcoming and inclusive climate at the University.
- Serve as resource to Schools and Departments on programs to enhance Columbia as a welcoming, supportive, and inclusive academic community.
- Support the establishment of data-driven plans to identify where initiatives are needed to improve faculty recruitment, development, and retention, and to track progress.
- Create programs, in collaboration with Columbia's academic and administrative units, to promote faculty development and success.
- (The Office extends the diversity mission of the Office of the Vice Provost for Academic Planning.)

Data (and transparency):
- Statistical abstract available here from Fall 2014
    - Student Enrollment Statistics
    - Employment (Faculty, Staff & Administration)

Funding:
- $15 million (2005) for recruitment campaign to attract outstanding underrepresented minority and female scholars to the Arts and Sciences faculty, address the work-life issues of an increasingly diverse faculty, foster an institutional climate to enhance the recruitment and retention of faculty, and encourage broad discussion of these issues across the University.
- $5 million (2007-09): devoted to faculty recruitments in the natural sciences in the Arts and Sciences
- $30 million (2012): enhance the diversity of its faculty through the recruitment of outstanding female and underrepresented minority scholars to more closely reflect the composition of the national pool of qualified candidates.
- $33 million (2014): to support faculty recruiting, pipeline building, and climate initiatives.

Initiatives/Recommendations
- Diversity Education & Training (e.g. Under1Roof , CU Safe Zone, ROOTEd)
- Facilities at Columbia University: Minority, Women or Locally-owned Business Initiatives
- Commission on the Status of Women

Stanford   https://facultydevelopment.stanford.edu/

Office:
Vice Provost for Faculty Development and Diversity
Current Search for: Senior Associate Vice Provost for Institutional Equity and Inclusion

Mission:
- Facilitate initiatives supporting faculty diversity
- Assist in faculty recruitment and retention efforts to ensure that Stanford has an excellent and diverse faculty
- Work with deans, chairs and search committees with outreach efforts in developing talented and diverse applicant pools, and serves as a central resource for all faculty recruits and newly hired faculty in their transition to the Stanford community
- Support Diversity Cabinet, est. 2005, ensures goal of building a diverse faculty, staff and student body. The cabinet meets monthly during the academic year

Data (transparency):
- Office compiles annual reports of faculty demographic profile. Summary data are available from 2011, 2013, 2014 on website, including composition by gender as well as race and ethnicity. Reports are available here.
- Office also facilitates the evaluation of university-wide faculty development, equity and quality of life through survey and interview studies. These studies include (but are not limited to) gender, race and ethnicity.

Initiatives:
- Faculty Development Initiative (FDI): goal to recruit 10 new faculty for the Center for Comparative Studies in Race and Ethnicity (CCSRE) More info under recruitment programs
- Professional Development Programs: Counseling and mentoring, workshops, orientation, preparing for tenure, etc.
  - Faculty Success Program: a virtual bootcamp that has coached hundreds of participants on strategies to manage the multitude of demands on their time, increase their productivity, and help them develop new skills to thrive in academia; partnered with the NCFDD
  - Faculty Women's Forum (FWF) provides information and organizes events to promote the success of women faculty at Stanford, with opportunities for women faculty across the University to discuss shared interests and concerns.
  - WISE Ventures serves as a catalyst connecting research, resources, and innovation to increase the success of women and advance equity in science, engineering, and mathematics fields, across the Stanford community.

Funding:
- Carious faculty recruitment funds (unspecified amounts)
- Pipeline Project, part of the Stanford Campus Diversity Initiative funded by a grant from the James W. Irvine Foundation
- Faculty Incentive Fund: make it possible for departments and schools to make incremental appointments of qualified individuals who would bring diversity to the faculty;

Stanford cont.

- Gabilan Provost's Discretionary Fund: for the recruitment and retention of faculty in the sciences and engineering, particularly women faculty.

Cornell University   http://diversity.cornell.edu/diversity-at-cornell

Office/Administrative Body:
- Associate Vice Provost for Faculty Development and Diversity, Academic Affairs
- Associate Vice Provost for Academic Diversity, Undergraduate Education

Mission:
- Diversity Council: Support the president and provosts in providing the overall vision and framework for the university's achievement of strategic goals focused on faculty, staff, and student diversity, reflecting the aspirations of the university as expressed in strategic plan
- Office of Faculty Development and Diversity: The Office of Faculty Development & Diversity (OFDD), provides a range of resources, training and support for deans, department chairs and individual faculty members in the areas of faculty development and diversity. OFDD works with deans, chairs and search committees to improve recruitment and retention practices and to increase diversity in faculty hiring. It provides guidance to the academic leadership and to individual faculty members on mentoring and the tenure and promotion processes. OFDD offers a variety of professional development programming and grants opportunities for faculty.
- Office of Academic Diversity Initiatives: The Office of Academic Diversity Initiatives-OADI-is focused on inclusion and achievement across the Cornell campus so students of all backgrounds excel at their academic goals. OADI programs especially support low-income students, those who are the first in their families to achieve a college degree, and under-represented students of color.
- Office of Inclusion and Student Engagement: The Office of Inclusion and Student Engagement (OISE) is part of the Graduate School's mission to provide an inclusive and holistic approach to graduate and professional student and postdoctoral scholar success. OISE supports student success through recruitment, diversity fellowships, professional development programming and ongoing support. Postdocs receive additional support directly through the Office of Postdoctoral Studies.

Data (transparency):
- Diversity and Inclusion Report (2014):
    - Composition Dashboard (Students, Faculty, and Staff)
    - Achievement Dashboard
    - Engagement Dashboard
    - Inclusion Dashboard
- The Climate for Diversity at Cornell University: Student Experiences (March 2014)
- Report evaluating attrition recommend retention strategies for Black male undergraduates (2013)

Initiatives/ Recommendations:
- Faculty Institute for Diversity
- Diversity in Scholarship & Engagement Symposium
- Toward New Destinations: diversity framework requiring each college and administrative unit to annually identify diversity initiatives. See rubric for measuring tools.

Harvard University http://diversity.harvard.edu/ and http://www.faculty.harvard.edu/

Office:
Senior Vice Provost for Faculty Development & Diversity

Mission/Vision:
- Mission: "... lead a sustained University-wide effort and…develop, coordinate, and advance inclusive excellence, diversity, and equal opportunity (EO) initiatives, programs and policies at Harvard University…"
- Strategic Foci:
  1. Best Practices, Data Collection, Benchmarking & Strategic Implementation
  2. Partnerships – Recruitment, Retention, Research & Sustainability
  3. Leadership Development, Innovation & Outreach
  4. Compliance, Accessibility, Equity & Training

Data (transparency):
- Faculty numbers by school and by gender, race and ethnicity and ladder. Full report here
- 2013 Climate Survey (broad survey including data on gender, race and ethnicity)
- Snapshot of gender and race/ethnicity among faculty here
- Admissions data

Funding:
- Diversity Research Grants

Initiatives:
- Fellowship Program: for historically underrepresented groups
- Faculty Development and Diversity Task Force (2009) and its Recommendations (2013)
- Report of the Task Force on Women Faculty and Outline of Recommendations (2005)
- The Women's Leadership Forum (leadership development program)
- The Hutchins Center for African and African American Research sponsors visiting fellows, art exhibitions, publications, research projects, archives, readings, conferences, and new media initiatives tied to African and African American research. Click here for 2015 report.
- The Harvard College Office of BGLTQ Student Life
- The Harvard College Women's Center supported by meeting space, resources, programs and services.
- The Harvard Gender and Sexuality Caucus (HGSC)
- The Office of Sexual Assault Prevention and Response (OSAPR) confidential support, information, and resource referrals to survivors of sexual violence.
- Harvard Foundation for Intercultural and Race Relations: includes advising program, hosts conferences and events, sponsors annual humanitarian award, facilitates discussions, workshops, and training, produces a bi-annual journal (click here for archives)

Princeton   http://inclusive.princeton.edu/

Office/Administration:
Vice Provost for Institutional Equity & Diversity; Trustee Ad Hoc Committee on Diversity (est. 2012)

Mission:
Develop an effective strategy for creating a broadly diverse community throughout the University

Data (transparency):
- 2013 Report by Trustee Ad Hoc Committee on Diversity includes race/ethnicity and gender demographic trends among students, staff, faculty; includes population specific recommendations
- Demographic data on student, faculty and staff

Funding
Various funding opportunities recommended in the 2013 report, specifically resources for dedicated staff as needed, databases, tracking systems, training, feedback mechanisms, case studies, templates, and seed funds to encourage new departmental efforts

Initiatives
- Council of the Princeton University Community (CPUC) special task force on diversity, equity and inclusion
- Diversity strategic plans: University departments craft multiyear strategic diversity plan for recruiting and retention with centralized financial and administrative support
- Admission and hiring: the University has established its own admission and hiring policies to ensure equal access to all groups.
- Academic preparedness: development of programs that support low-income, racial minority, and first-generation college students' entry into the academic pipeline.
- Multicultural academic offerings
- Training: various offices offer training related to topics such as diversity and inclusion, hiring, harassment, and allyship. The Advocate & Learn section of this website provides a sampling of on-campus and online trainings available.
- Networks for connecting. A number of offices and groups around campus offer ways to find community with people who are like you and those who are different from you.
- Celebrations and awards. A number of annual campus celebrations and awards recognize the multicultural makeup of the University and reward efforts to diversify the community.

Recommendations:
Diversity best practices for different populations (including faculty, students). See Section F

Brown University   http://www.brown.edu/about/administration/institutional-diversity/

Office:
Office of the President: Vice President for Academic Development, Diversity and Inclusion

Mission:
"manage the programs that foster diversity and report on the university's success in creating and supporting initiatives."

Data (transparency):
- Report on the AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct (2015)
- Summary of Campus Climate Survey, data tables, and webpage
- Department of Public Safety Data Reports

Funding:
- Funding provided for Third World Center Strategic Plan
- Office of the Vice President for Research

Initiatives:
- Transformative Conversations: provide opportunities and spaces to engage respectfully and thoughtfully with each other across our differences.
- Support Centers:
  - The LGBTQ Center
- Brown Center for Students of Color including The Student Advisory Board (SAB), The Third World Transition Program, Minority Peer Counselor Program ,ALANA Mentoring Program, Heritage Series , Social Justice Peer Education Program
- Advisory Council on Diversity "shall consider long-term policy and planning issues, strategic directions, and efficacy of implementation concerning issues of diversity and programs and practices that promote diversity, inclusion, and fair treatment of all members of the community, in keeping with the mission of the University."
- Diversity Advisory Board
- Alumni Affinity Groups
- faculty diversity
- Department of Public Safety Sexual Assault Page and Police Accountability and Oversight Page
- Public Safety Oversight Committee prepare an annual report for the Chief of Police and the Executive Vice President of Planning & Policy, containing an account of DPS complaint activity for the preceding year, and making policy recommendations where necessary and appropriate.

Yale   http://provost.yale.edu/faculty-development-and-diversity

Office:
Deputy Provost for Faculty Development; Diversity and Diversity and Inclusion Office

Mission:
Yale is committed to providing an environment in which all members of the academic community can grow and flourish as scholars. To do this, it is imperative for Yale not only to attract persons who bring diversity, but to avoid discouraging and losing underrepresented minorities, women, and others who contribute to faculty diversity. We acknowledge that failure to do so places a large tax on the possibilities for excellence at Yale.

Diversity and Inclusion Office:
Diversity & Inclusion collaborates with departments and individuals across the Yale campus to promote a respectful, accessible and inclusive community for all Yale employees. This office specifically works to strengthen diversity recruitment efforts, develop our internal talent, enhance mentoring programs, offer diversity education opportunities for all members of the Yale community, develop a system of metrics to track and assess progress, develop strategies to communicate and publicize Yale's diversity milestones.

Data (transparency):
Yale Diversity Summit Report (2014) includes faculty data by race/ethnicity and data indicating race and gender of Presidential Cabinet; also includes a list of recommendations (report is product of Diversity Summit)

Women Faculty Forum Report 2005-06: support scholarship on gender and scholarship about and by women across the University, foster gender equity throughout the University, and promote collegiality and networking among faculty, students, administration, and graduates of the University. WFF Report 2006-7

Initiatives
Women Faculty Forum: foster gender equity through policy initiatives, research, and innovative programs.

University of Pennsylvania http://diversity.upenn.edu/diversity_at_penn/reports/

Office:
(no specific office, but highlighted Diversity at Penn tab on main site)

Mission/Vision:
President's statement: "Penn's commitment to achieving eminence through diversity is ultimately a commitment to creating a more vibrant university so that our graduates will be both stimulated and empowered to shape a better world."

Data:
- Action Plan for Faculty Diversity and Excellence (2014): includes data on gender and minority status (not broken down) of faculty as well as recommendations
- Progress Report on Minority Equity (2013): includes data by specific race/ethnicity and faculty position as well as data on faculty recruitments and departures; includes comparative charts with minority faculty at peer institutions

Funding:
- Diversity Grants The Fund (2011) for interdisciplinary projects of University faculty on topics relating to equity, inclusion and diversity
- RISE Initiative more than $350 million over the past decade to promote racial equity and improve pathways to opportunity for vulnerable and disadvantaged people in the United States.

Initiatives/Recommendations
- Penn Equity Institutes focus on opportunities and challenges pertaining to equity, diversity, assessment, accountability, leadership, organizational change, and learning.
- Center for the Study of Race and Equity in Education: unites scholars from Penn GSE and other academic disciplines across the University who research race, racism, campus climates, and topics pertaining to equity in education. Principally, the Center aims to publish cutting-edge implications for education policy and practice.

UC System

Office:
University of California President's Advisory Council on Campus Climate, Culture, and Inclusion

Data
Campus Climate Study (includes individual reports from all UC schools as well as system wide UC assessment (2014) with data on a range of identity categories including gender, race/ethnicity, religion, disability, sexual identity, citizenship

The UC System-wide Advisory Committee on the Status of Women 2010 Annual Report.

Information on specific UC campuses below:

UCSD   http://diversity.ucsd.edu

Office: Vice Chancellor for Equity, Diversity, and Inclusion

Mission:
As the campus leader for the advancement of equity, diversity, and inclusion, we strive to initiate programs and provide resources that increase understanding and awareness of social justice, remove barriers for historically underrepresented groups, improve cross-cultural relations, and contribute to a campus climate that is safe and welcoming to all.

Data:
UCSD Campus Climate Survey Results (2014)
Diversity Council Annual Report 1998-99

Initiatives:
Equity Diversity and Inclusion Unit Plan
EDI Inclusive Excellence Speaker Series: The goal of the EDI Inclusive Excellence Speaker Series is to seed transformative conversations and resulting actions that drive change towards a more inclusive and welcoming campus environment for all.

UC Irvine   http://uci.edu/diversity/

Office:
Chancellor, Equity, Diversity and Inclusion; Vice Provost for Academic Equity, Diversity &
Inclusion

Mission:
To monitor and assess the campus climate and make recommendations to campus leadership for
further improvement consistent with our values; To be an active and trusted inclusionary body
that connects with members of our community. Specific goals include
- Strengthening campus climate of respect, civility and mutual appreciation.
- Fostering community building and engagement through inclusion.
- Facilitating constructive discussion and acting as a conduit to action for individuals and
  groups to promote inclusiveness among the campus community.
- Generating innovative thinking and offering solutions to assist in the resolution of
  campus climate issues.
- Promoting the identification and sharing of best practices that promote diversity and
  tolerance.
- Acting as a resource for collecting information on campus climate.
- Reinforcing campus resources that serve as venues for campus community members to
  air their thoughts, opinions and ideas.
- Creating an inventory of campus climate data and developing metrics to aid confident
  decision-making.

Data/Transparency:
- Campus Climate Surveys (2009-present)
- Campus Wide Reports on hires/headcounts by rank, gender and ethnicity/race from 2011-
  present.
- Campus-Wide Analysis of Median Faculty Salaries by Gender and Ethnicity at UCI 1998-
  2008.
- UCI Pay Equity Studies

Funding
2011, the U.S. Department of Education awarded the Graduate Division a grant for the
Improvement of Post Secondary Education (FIPSE) to increase the participation and degree
completion of underrepresented racial and ethnic minorities as well as women in campus
doctoral programs.

Initiatives/Recommendations/Programs:
- Dependent Care Travel Awards
- Spirit Grants for Inclusive Excellence
- Career Development Grants
- UCI Chancellor's ADVANCE Postdoctoral Fellowship Program
- Diversity Opportunities Web Portal
- Diversity Opportunities Page connects faculty with the wide range of offices, programs and
  initiatives that promote equity, diversity and inclusion.

UC Berkeley   http://diversity.berkeley.edu/

Office Administrative Position/Title:
Vice Chancellor for Equity & Inclusion (see chart)

Data/Transparency:
- Diversity Snapshot including additional Undergrad, Faculty, and Staff campus climate snapshots.
- Demographic Dashboards
- Progress Reports, including Expanded Pathways for Access and Success for undergraduates, transfer students, graduate students and faculty

Funding:
- Support Diversity charitable contributions
- Innovation Grants funded by the Evelyn and Walter Haas, Jr. Fund, are available to students, faculty, and staff, and are meant to encourage new and sustainable projects to promote equity, inclusion, and diversity at UC Berkeley campus.

Initiatives/Recommendations:
- Diversity E-News Archive
- Task Forces: including Chancellor's Task Force on Multicultural Student Development and Chancellor's Task Force on Undocumented Members of the On-campus Community
- Innovation Grants 2014-2015 Projects
- Pathway to Excellence (Strategic Plan)-
- Development Programs for African American Student Development, Asian Pacific American Student Development , Chicano Latino Student Development, Native American Student Development
- Resource Centers:
  - Faculty Resources and Staff Conferences/Events
  - STEM Center for undergrad diversity
  - Gender Equity Resource Center
- Scholarship/Outreach: including McNair Scholars Program, Center for Educational Partnerships, Educational Opportunity Program
- Haas Institute for a Fair and Inclusive Society: identify and eliminate barriers to an inclusive, just, and sustainable society and to create transformative change toward a more equitable nation.
- Multicultural Community Center a physical space for the critical study and practice of multiculturalism and to foster a welcoming, inclusive space for students from different cultures.
- Undocumented Student Program: provides academic, legal, and community resources to undocumented undergraduates at UCB.
- 2015-2016 Staff Affirmative Action Plan

UCLA   https://diversity.ucla.edu/

Office Administrative Position/Title
Vice Chancellor for Equity, Diversity, and Inclusion

Data/Transparency:
• [Campus Climate Report](#)
• [Faculty Diversity Report](#)
• [Study Group on University Diversity: Overview Report to the Regents](#) (2007)
• [Report on Faculty Diversity in the Health Sciences](#) (2008)

Funding:
• [UCLA Law Diversity Funding](#)
• [Diversity Research Initiative](#)- Includes research grants.
• [2013-14](#) The Office of Diversity and Faculty Development in partnership with the Institute of American Cultures is offering funding during the 2013-14 academic year to support new collaborative activities that broaden the scope of ethnic studies at UCLA.

Initiatives/Recommendations:
• [UCLA Lesbian Gay Bisexual Transgender Campus Resource Center](#)
• [Diversity Research Initiative](#)
• [LGBT Resource Center](#)
• [Graduate Student Affinity Groups](#)

NYU   http://www.nyu.edu/life/diversity-nyu.html

Office:
- Vice Provost for Faculty, Arts, Humanities and Diversity
- Assistant Vice Provost, Diversity Initiatives
- Associate Vice Provost for Diversity Initiatives

Data:
- Demographic data via infographics from the Office of Institutional Research and Program Evaluation using 2013-2014 Fall Enrollment and Employee Demographic Data from 2013.
- Report on Faculty & Student Diversity

Initiatives:
- Mentoring program for diverse faculty
- Postdoctoral and Transition Program for Academic Diversity
- Special Council on Faculty Diversity
- MLK Jr. Scholars Program
- NYU Opportunity Programs
- Diverse and Inclusive Virtual Environment (DIVE)
- Focus Mentorship Program
- New York State The Arthur O. Eve Higher Education Opportunity Program
- Intergroup Dialogue Course
- -ISM Project
- Administrators Cultural Training Institute
- Diversity Zone (Part of a group of workshops that teach people cultural awareness)
- LSAT Prep Course: to increase the number of diverse applicants who score in the top percentiles of the LSAT.

Facilities
- Center for Multicultural Education and Programs
- NYU Africa House
- LGBTQ Student Center

MIT   http://diversity.mit.edu

Office:
Institute Community and Equity Officer (Provost cabinet)

Mission:
Advancing a respectful and caring community that embraces diversity and empowers everyone to learn and do their best at MIT.

Data:
- Extensive reports from ICEO including:
    o Advancing a Respectful and Caring Community (2015), based on Diversity Summit
    o Institute Diversity Summit Report (2012)
    o A Report on the Status of Women Faculty in the Schools of Science and Engineering at MIT, (2011)
    o Report on the Initiative for Faculty Race and Diversity (2010)
- Diversity Timeline Project: includes information about diverse constituency groups in the form of in-progress timelines highlighting milestones and significant events.
- 2009 Accreditation Report: Institutional Self-study

Funding:
Committee on Race and Diversity (CRD) Grants: funding to offset the cost of events/programs that support diversity

Initiatives:
MLK Programs: Visiting Professors and scholars program, MLK leadership awards, IAP design seminar, etc.
Multicultural Resources including:
- Adaptive Technology Information Center
- Black Student Union 50-105
- Committee on Campus Race and Diversity
- Council on Staff Diversity and Inclusion
- Employee Resource Groups (ERGs)
- Latino Cultural Center
- Lesbian/Bisexual/Gay/Transgender (LBGT@MIT)
- Multicultural Conference (MC^2) – February 2016
- Office of Minority Education (OME)
- Office of Multicultural Programs (OMP)
- Rainbow Lounge
- Women at MIT and Women's League

John Hopkins   http://web.jhu.edu/dlc

Office:
Diversity Leadership Council

Mission:
- Recommend and promote policies, programs and other initiatives that will attract and retain a diverse mix of faculty, staff and students
- Examine formal and informal structures and processes that inhibit Johns Hopkins Institutions from being more inclusive and recommend changes that foster greater inclusion
- Promote and support diversity awareness education campus-wide
- Support the personal growth and development of all individuals in the University
- Establish a liaison with Baltimore community leaders to encourage greater community involvement by various divisions of the Johns Hopkins Institutions
- (Also see JHI Statement on Diversity and Inclusion)

Data:
- Diversity Leadership Council Annual Reports (from 2011-2015)
- Past Climate Surveys: (2007, 2009, 2010)
- Final Committee Reports (2014-15) on
  - Faculty Recruitment and Development
  - Family Support
  - First Generation College Students
  - Gender Identity and Expression
  - STEM Pipeline

Initiatives:
- Strategies for Successfully Recruiting a Diverse Faculty (2009)
- Diversity Innovation Grants
- The Many Faces of Hopkins: Diversity Spotlight Series
- Photo Bank of John Hopkins Individuals with Visible Disabilities
- Recommendations and Proposals including
  - Family Support Recommendations (2014)
  - Faculty Recruitment Recommendations (2014)
  - Latino Alliance Proposal (2013)
  - LGBT Resource Center Proposal (2012)
  - Community Partnerships Recommendations (2011)