DIVERSITY, EQUITY & INCLUSION
CAMPUS CLIMATE ASSESSMENT

BUSINESS OPPORTUNITY

Institutional independence and academic freedom are two core values of higher education in the US. Ultimately the vision for colleges and universities is to support these values through the development of a campus inclusive of all perspectives and beliefs to support these core values. Policies and principles around diversity, equity and inclusion principles support institutions in this vision achievement.

It is also generally accepted that academic success, from both teaching and learning perspectives, are enhanced within campus environments that embraces diversity, equity and inclusion (DEI).

It is from these values and principles that DEI within the context of campus climate is considered.

DESCRIPTION

Campus climate is undergoing more and more intense scrutiny across the higher education sector due to changing demographics, many different voices and perspectives, and existing institutional structures and systems. Academic freedom, freedom of speech and concerns that activism may trump academics in today’s higher education institutions are all topics covered by the media on a nearly daily basis now.

Addressing DEI campus climate can be a daunting task as each college and university community is unique, no one-size-fits all approach works. Location, size, and representation of diverse dimensions ranging from gender, race and ethnicity to generation, political and religious or spiritual affiliation drive priority DEI issues at each campus.

OUTCOMES

• Understand interactions across campus constituents
• Determine levels of tension or conflict and key drivers
• Measure the progress of institutional DEI practices
• Understand the potential impact on student outcomes - learning, achievement, aspirations, and citizenship competencies

CAMPUS CLIMATE ASSESSMENT WILL IMPACT COLLEGE & UNIVERSITIES:

• School reputation
• Ability to attract students and faculty
• Persistence and retention rates
• Funding and support

DELIVERY METHOD

Our framework is based on academic and scholarly research and our 30+ years of experience supporting clients in all stages of their DEI journey. We measure current campus constituent perceptions, attitudes and self-reported behaviors toward important dimensions of organizational life. We also have experts to support communications planning, survey design, IRB approval, and data interpretation and visualization. And as full service DEI consultants, we support our clients in developing strategies to address key campus climate strengths and opportunities to support broader vision achievement.