

TO: Dr. Suzanne Chod, Dr. Nicole Rivera, Dr. Jennifer Shah, Elizabeth Eckerty, Princess Adams

CC: Dr. Rebecca Gordon

SUBJECT: Climate Survey working group

DATE: September 9, 2020

As you know, one of North Central College's four strategic pillars is to thrive as a diverse, inclusive and globally engaged community. To move us toward this goal, President Hammond has asked us, as co-chairs of the President's Task Force for Diversity, Equity and Inclusion, to charge groups of faculty, staff and students to bring recommendations to move forward a number of strategic initiatives related to Diversity, Equity and Inclusion. Because of your knowledge, ability, and creativity, we write to request your service on the Climate Survey working group. Rebecca Gordon, Associate Vice President of Equity, Diversity and Inclusion, has agreed to chair this group.

The process to identify a climate survey began in the Task Force in Fall 2019. The Task Force evaluated a number of climate survey instruments. After evaluation, the Task Force recommended that the College proceed with administering the Higher Education Data Sharing Consortium's Diversity and Equity Campus Climate Survey. In Spring 2020, a small group of faculty and staff worked to develop additional questions to be included in the Climate Survey. The group plans to administer the survey to the campus in Fall semester 2020.

**The charge of the Climate Survey working group is as follows:**

- Review chosen survey instrument and supplemental questions, and recommend additional questions to be asked based on the current national, local and campus environment;
- Complete Institutional Review Board documentation;
- Develop an outreach/advertising plan to maximize participation in the climate survey;
- Establish a plan to analyze data, report data, share data with the campus community and make recommendations to the college based on results;
- And, share a plan regarding for these items with the DEI Task Force (for feedback) to be shared with the President's Council for approval no later than September 21, 2020.

We deeply appreciate your consideration. Please respond to this email with any questions and a confirmation of your willingness to serve the College in this capacity.

With Appreciation,

Dr. Stephen Caliendo

Dorothy Pleas