

From: [Diversity Equity and Inclusion Task Force](#)
To: [Diversity Equity and Inclusion Task Force](#)
Bcc: [All-Students](#); [Faculty-FT](#); [Faculty-HT](#); [Faculty-PT](#); [Support](#); [Administrative](#)
Subject: DEI Task Force Campus Climate Survey Information
Date: Friday, October 9, 2020 9:24:46 AM

Dear Campus Community,

As President Hammond shared in a message earlier this week, the Diversity, Equity and Inclusion Task Force is partnering with the Higher Education Data Sharing Consortium (HEDS) to administer the Diversity and Equity Climate Survey for current students, faculty, and staff. This message contains additional details about the survey that may be helpful to you.

The results of the climate survey will assist the Task Force fulfil its charge to make recommendations for initiatives that will be ongoing for the purpose of effecting permanent cultural change on matters of diversity, equity and inclusion. The participation of current students, faculty and staff in the survey is critical to ensuring that perspectives of our campus community are represented.

In order align with guidelines from the HEDS organization, the survey will only be sent to current students, faculty and staff. As a reminder, alumni are able to provide anonymous feedback [here](#) to inform the diversity, equity and inclusion efforts at North Central College.

We will use the results of this survey to inform and improve support, policies, and practices in the areas of diversity, equity, and inclusion at North Central College. The information will not be used to investigate specific individuals or incidents. If there is an incident of discrimination or harassment that you would like to report, please click [here](#) to submit a Bias Incident Report or contact Dr. Rebecca Gordon, Associate Vice President of Equity, Diversity and Inclusion at rgordon@noctrl.edu.

On Monday, October 12, current students, faculty and staff will receive an email from the address northcentralcollege@hedsconsortium.org that will include a single-use link to the climate survey. The survey will take about 15 minutes to complete and will remain open until Friday, October 30. You can take the survey on a computer or smart phone. The survey is voluntary and your responses will be completely anonymous.

On the last page of the survey, there will be a link for students to enter their name into a drawing to win a gift card as a thank you for participating in the survey. The prizes have been funded by the Office of Student Affairs and the Student Governing Association. Participation in this drawing is completely voluntary.

If you have any questions about the survey, please contact Dorothy Pleas, Assistant Dean of Students and Director of Multicultural Affairs at djpleas@noctrl.edu. At the bottom of this email is information from Human Resources that may be helpful in answering demographic questions for employees.

We thank you in advance for your participation,

Dr. Stephen Maynard Caliendo and Dorothy Pleas
Co-Chairs, Diversity, Equity and Inclusion Task Force

Information for employee demographic questions:

- *full-time employees work a standard workweek of 40 hours/week*
- *all other employees are considered part-time*
- *hourly (non-exempt) employees are paid on a biweekly basis and are eligible for overtime for hours worked over 40 within a workweek.*
- *salaried (exempt) employees, with or without supervisory responsibilities, are paid on a semi-monthly basis and are paid for their work rather than their time.*

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