**CAMPUS CLIMATE AND INTERGROUP RELATIONS:**

**Key Initiatives:**

**Communication:**

* more visible policies and procedures on how to report situations/violence/hate crimes
	+ transparency
* improving communication about resources linked to reporting incidents on campus
* communicating a culture of intolerance for incidents of bias, violence
	+ from the top down
	+ clear statements of possible consequences for biased incidents
* intentional system to include restorative justice practices and publishing incidents and responses
	+ restorative justice
		- educational approach, avoid villainizing
* a strong equity statement
	+ incorporated into our university’s core purpose and core values
	+ equity accountability
	+ holding each other to an ethos of equity
* think about admissions “first impressions”
	+ take ASD [Accepted Students Day] students through Intercultural Center/GSC
* RWU multi-media presence on social justice

**Training:**

* required training for all staff and faculty
	+ ongoing
	+ include language in staff training
* cultural competence training program
* integration of appreciative language info sheet at all meetings, syllabi, posters, departments, etc.
* commitment to ongoing growth and education
	+ cultural competence
* cultural competence required for ALL faculty and staff
	+ along with concrete, ongoing consequences for harmful incompetence

**Curriculum / Student Experience:**

* required CORE class on equity
* mentorship and role models
	+ model success
	+ show intercultural exchange
* re-evaluate first impression of the university in order to attract and retain “diverse” affinity groups
* faculty take initiative on creating inclusive environment
	+ don’t rely on minority students to educate the majority (to not be ignorant)
	+ faculty don’t call out individuals for their identity in a tokenist way

**Intergroup:**

* strengthen relationships and community between students and faculty and staff
	+ for mentor/mentee
	+ opportunities for faculty, staff and students to gather together
* recognition for faculty and staff involvement in Student Life
* cross-affiliation programming
* monthly intergroup relations plan
* continue fora for discussion with faculty, administrators, staff and students
* open forum for anger
* more interruption of bias behaviors/attitudes
* de-center “whiteness”
* use initiatives similar to community engagement efforts
	+ e.g. establish early adoption

**Facilities and Funding:**

* providing more resources and funded staffing for minoritized identities
	+ increase trained staff in Intercultural Center/Gender and Sexuality Center or at least train more students to be resources
	+ designated, funded position that coordinates programming and ensures fairness and diversity of allocation of resources and funding
* reconstructing the process for student funding
* student union building
	+ physical space
		- creation of student union to allow people to come together
		- office in student union for communities to intersect

**CAMPUS CLIMATE AND INTERGROUP RELATIONS:**

**Measures of Success:**

**Communication:**

* inclusion
* affirming language with impact, trust
* living, learning communities
* trustworthy campus climate
* unified commitment to social justice
* welcoming ALL expressions of diversity
* intentional goal setting
* transparency across departments, campus, and administration
* increasing reporting of microaggressions, racism, bias incidents, gender-based violence, resulting in improved, safer campus community and climate
* fewer reports of negative incidents and aggression
	+ climate surveys, educational opportunities
* frame success

**Training:**

* being/feeling uncomfortable about an idea, but not feeling attacked
* can bring your whole self anywhere
	+ not everything being isolated in the Intercultural Center
* required cultural competency training
* increased awareness around implicit bias (and “majority privilege”)
* not have professors make assumptions
* increase training for students, staff and faculty
	+ e.g. white privilege
* mandatory (or more) diversity and inclusion in orientation
	+ even weekly
* everyone feel safe on campus

**Curriculum / Student Experience:**

* increase retention and graduation rates of students
	+ PARTICULARLY minoritized students
* creating traditions via increased student involvement
* number of students that participate in events increases
* number of students using the Intercultural Center increases
* grow student affinity groups
* required CORE classes created on racism, other isms, etc.
* why do some students feel like the ICC excludes them?
	+ how do we solve that or talk about it?
* make sure staff and faculty understand student experience
* student body feels supported
* ALL students have a voice on campus
* focus on inclusion during first year experience

**Intergroup:**

* increase number of events/programs
	+ annual celebration of difference and diversity
	+ opportunities for dialogue
* more diverse representation across the entire campus
	+ more diverse faculty and staff
	+ increased recruitment, applications and enrollment of diverse populations of students
* collaboration and cultivating partnerships
* affinity groups
	+ increase interaction between groups
* intersectionality in all communities
* a climate that is welcoming and supportive of all groups, individuals of diverse backgrounds and identities
	+ minoritized groups given support
* open, honest dialogue that is genuine and respectful, that is for the purpose of learning and moving forward
* a place where everyone can authentically be themselves (faculty, staff and students)
* environment that encourages a celebration of identity
	+ identities are respected

**Facilities and Funding:**

* sufficient hours and staff for resources and shared spaces
* creation of physical spaces for affinity groups and intergroup gatherings that are accessible to all:
	+ Student Union
	+ Interfaith Center
	+ Intercultural Center expansion
		- central visible space for Intercultural Center and Gender and Sexuality Center
* make existing affinity spaces more welcoming
* make all buildings and spaces on both (Bristol and Providence) campuses physically accessible per ADA guidelines