Engaging and Healthy Campus Climate

Create and sustain a healthy campus climate by providing the conditions necessary for all campus community members to feel welcomed, supported, included, and valued by the University and each other.

**SPECIFIC STRATEGIES**

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<td>Reinforce positive group interactions in the classroom, workplace, and campus living spaces to foster a healthy campus climate.</td>
<td>Recognize, encourage and support individual and group contributions to creating and sustaining dialogue on and service to issues of equity, inclusion, and diversity through academic and culturally based activities.</td>
<td>Communicate broadly and continually UC Berkeley’s principles of excellence, equity, and inclusion.</td>
<td>Enhance the physical and technological infrastructure to provide accessibility for all campus members.</td>
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- Offer state-of-the-art educational resources and curriculum on cultural competencies for both academic and professional development, with unit- or department-specific offerings.
- Create and sustain “campus climate teams” to recommend policies, practices, and strategies for increasing respect for differences, fostering intergroup dialogue, and partnering with compliance units to address harmful actions affecting campus members.
- Institute regularly administered climate surveys and other information gathering tools for students, faculty, and staff — such as focus groups, town hall meetings, and topical discussion groups — and use the data collected by these tools to inform policy and practice.
- Incentivize positive cross-cultural interaction, communication, and understanding through increased intergroup dialogue, collaborative projects and activities, and multicultural leadership development opportunities.
- Provide financial and advisory support for student- and staff-initiated conferences, projects, and events focused on equity, inclusion, and diversity.
- Embed the “Principles of Community” in campus life through communications to all new students, faculty, and staff, and through their incorporation in performance management standards and student conduct and academic personnel policies and procedures.
- Strengthen the perception and experience of UC Berkeley as welcoming and supportive of diverse populations, backgrounds, and perspectives, both internally and externally.
- Designate physical spaces across campus, including a multicultural center, for activities and dialogues focused on equity, inclusion, and diversity issues.
- Enhance assistive technology, alternative media, and information systems for web development, and campus facilities and practices for public events, to ensure accessibility to all individuals.

**INTERMEDIATE OUTCOMES**

- Increase in the demonstrated knowledge and skills of campus members that reflect the principles of equity and inclusion.
- Improvement in the reporting process and successful resolution of bias-related complaints and grievances across campus units and departments.
- Increase in the number and types of cross-cultural groups on campus productively engaged with each other to carry out the work of the University.
- Increase in the number of campus members reporting UC Berkeley as an inclusive environment.
- Improvement in the reported satisfaction of all groups regarding the responsiveness of the campus to issues of equity, inclusion, and diversity — in its curriculum, programs, services, practices, policies, and infrastructure.