

March 1, 2023

From: The Office of the Vice Chancellor for Diversity, Equity & Inclusion in partnership with:  
The Office of the Provost  
Illinois Human Resources  
The Office of the Vice Chancellor for Research and Innovation, and  
The Office of the Vice Chancellor for Student Affairs.

**Campus Climate Assessment Initiative Steering Committee**

- Gioconda Guerra Pérez, Executive Associate Vice Chancellor for Diversity, OVCDEI
- Staci Provezis, Associate Provost for Planning and Assessment, Office of the Provost
- Beth Hoag, Director for Assessment and Planning, Student Affairs
- Amy Edwards, Associate Provost and Director of Division of Management Information
- Nathan Todd, Associate Professor, Department of Psychology
- Angela Reggans, Assistant Director of Labor & Employee Relations, Illinois Human Resources
- Patricia Jones, Assistant Vice Chancellor for Compliance, OVCRI
- Elizabeth Tsukahara, *ex-officio*, Associate Director for Communications, OVCDEI
- Kaamilyah Abdullah-Span, *ex-officio*, Director of Campus Culture & Climate, OVCDEI

Dear Colleagues,

Thank you for agreeing to participate in the Campus Climate Assessment Initiative Steering Committee. The university's strategic plan, "The Next 150," outlines that the campus will "conduct climate surveys at regular intervals and use the results to educate and improve the campus community" with the goal of identifying "a path forward to respect diverse groups, develop educational strategies to increase knowledge about different cultures, and create a campus that celebrates our diverse university and community." This broad campus climate assessment is an institutional effort to better understand how students, staff and faculty experience our campus as they study, work and live. The entire campus will be engaged in a diversity, equity, and inclusion climate survey in Fall 2023.

The survey will assess perspectives, attitudes, and individual experiences at the University of Illinois Urbana-Champaign that affect sense of belonging and inclusion. It will help colleges, units, and departments to prioritize crafting and creating initiatives or action plans to promote an inclusive, dynamic, and welcoming environment for all.

You are being asked to:

- Provide oversight of the campus climate work by charging the core leadership team and working groups;
- Provide the third-party vendor with resources and guidance necessary to administer the climate survey;
- Facilitate employee and student data transmission from university systems to a third-party vendor system;
- Identify security and accessibility requirements;
- Provide input on the institutional agreement and survey instrument;
- Provide guidance on the delivery of the primary and secondary reports to the campus audiences and stakeholders.

Your work will be complemented by the work of a Leadership team. The Leadership Team will develop frameworks for effectively socializing the climate survey, results, and implementation plans to the campus; disseminating reports to the university community and academic and administrative units, and assessing opportunities for campus and unit-level responses to the reports. The leadership team will work collaboratively with four working groups to ensure that key aspects of the campus climate assessment are discussed and critically analyzed to address issues as they arise. The working groups will focus on communication, data & analysis, student issues, and faculty and staff issues.

The timeframe for this work should be determined by you, so I ask that you evaluate all aspects of this critical work and help frame how much time would be required for this to be a successful initiative that will impact our campus climate.

Beyond your specific charge, I ask that you continue updating your respective leaders on the work of this committee.

I want to thank you for your service as part of this important work for our university.

Sincerely,



Sean C. Garrick  
Vice Chancellor for Diversity, Equity & Inclusion

Cc.

William Bernhard, Interim Vice Chancellor for Academic Affairs and Provost  
Danita M. Brown Young, Vice Chancellor for Student Affairs  
Susan Martinis, Vice Chancellor for Research and Innovation  
Shari Mickey-Boggs, Senior Associate Chancellor

