

Group Locations in the Room

1.
First
Generation
Student
Issues

2.
Conservative
Viewpoints

3.
Religious,
Spiritual &
Secular
Diversity

4.
Racial
Tension

5.
Gender-
based
Issues

6.
Micro-
aggressions

7.
Faculty
Diversity

8.
Ability
Differences

Welcome to Our Campus Climate Discussion

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Purpose

- Have students, faculty, staff and trustees engaged together on topics relative to campus climate
- Increase all participants understanding of issues that affect campus climate
- Generate ideas toward improvement

What is Diversity?

- The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences.

- Race
- Ethnicity
- Gender
- Sexual orientation
- Socio-economic status
- Age
- Physical abilities
- Religious beliefs
- Political beliefs, or other ideologies

<http://www.qcc.cuny.edu/diversity/definition.html>

What is Campus Climate?

There is no single simple definition of campus climate.

- Campus climate is a measure — real or perceived — of the campus environment as it relates to interpersonal, academic, and professional interactions. (UC Regents, Campus Climate Report).
- Campus climate is the atmosphere or ambience of an organization as perceived by its members. An organization's climate is reflected in its structures, policies, and practices; the demographics of its membership; the attitudes and values of its members and leaders; and the quality of personal interactions. Source <http://www.stthomas.edu/diversity/climatesurvey>

What is Campus Climate?

- Campus climate is the translation of how students, faculty, and staff **feel about being valued and respected** regardless of race, ethnicity, gender, religion, sexual orientation, age, job class, ability/disability or any other characteristic that makes us different.



What is Campus Climate?

Campus climate is:

- the way it feels to be here
- the way people interact with each other
- the working and learning environment of the college

Common Issues Facing Colleges Today

- Oklahoma University
 - Racial bias: N-word used in fraternity chant
- Duke University
 - Religious bias: 3 Muslim students murdered
 - Racial bias: noose found in tree near student union
- University of Michigan and University of Maryland
 - Bias against conservative viewpoints: attempts to ban “American Sniper”
- University of Iowa
 - Racial bias: paper-mâché KKK art piece on front lawn
- Cornell University
 - Ability issues: physical barriers to campus accessibility and learning differences
- Yale University
 - Gender-bias issues: Sexual assault case controversy; harassment by a fraternity



What Have We Experienced?

Cornell College...

- Yik Yak threat about lynching
- “Black Lives Matter” kiosk incident
- Swastikas etched into walls
- Freedom of speech debates
- Reports of micro-aggressions



Cornell College



Cornell College

Group Topics

- Micro-aggressions
- Racial tension
- Faculty diversity
- Religious, spiritual & secular diversity
- Gender-based issues
- Ability differences
- First-generation college student issues
- Conservative viewpoints



Discussion Ground Rules

- Listen fully to the person speaking; no interrupting
- Be mindful of how much speaking you do; allow everyone the opportunity to speak
- Respect and appreciate that we bring different perspectives and values to the conversation
- Ask for clarification if you are confused
- Critique ideas – not people
- Be willing to think about things differently



Co-facilitators Tasks

- Ask participants to introduce themselves
- Guide the group in following the ground rules of discussion (on your handout)
- Ask questions or reading brief scenarios to stimulate discussion (on your handout)
- Take general notes about comments and ideas
- Provide a brief verbal summary at the conclusion of the group discussion



Small Group Discussions

Campus climate is:

- the way it feels to be here
- the way people interact with each other
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Be mindful of our limited time:

- 25 minutes for small group discussions
- 24 minutes for small group reports (3 minutes per group)



Thank You

