

Climate Survey Task Force Recommendations Jan-Feb 2019



Student Group

1. Conduct a diversity and inclusion initiatives audit in order to be able to assess duplication and streamline efforts.
2. Audit the process of how Safe Spaces are created, positioned, utilized and managed.
3. Develop an ongoing seminar series for deeper, intergroup dialogues.
4. Create an ally/champions program.
5. Create leadership collaborative partners charged with facilitating affinity groups.
6. Create forums and student/staff/faculty learning communities re: inclusivity of those with single and multiple disabilities.
7. Offer graduate student forums.
8. Perform dining services assessment/forums.
9. Continue and advance more inclusive orientation and transition programming.

Staff Group

1. Require diversity and inclusion training, including for all employees and more extensive training for supervisors.
2. Establish mentorship program with current Miami employees acting as mentors to new staff.
3. Evaluate communication about benefits, services, and policies to staff. Use a variety of regular communication strategies.
4. Allocate funds toward recruiting diverse employees.
5. Support Miami families, including review of affordable childcare, spousal employment and healthcare options.

Faculty group

1. Increase opportunities and incentives for education and dialogue centered in (but not exclusive to) the areas of diversity and inclusion, including disability and accessibility.
2. Foster a climate of institutional support for family-friendly practices and benefits (childcare, relocation services, spousal hiring, family leave policies).
3. Identify a representative in the Provost's office to be responsible for curricular and teaching initiatives related to diversity and inclusion.

Administration Group

1. Create an ombuds position or ombuds office.
2. Require university leaders to participate in diversity training/programs. Make it known when this training is completed and make the programs available to the rest of campus.
3. Inform newly hired or promoted directors or supervisors - staff and faculty - of [supervisor training available](#). Mandate that such training is completed within one month of hire.
4. Request that university leaders among the upper administration host informal lunches/meetings with small groups of staff and faculty, to build bridges and counter perceptions about accountability.
5. Reestablish a dining location for faculty and staff that serves as a casual meeting place (as in the former 1809 Room in the Shriver Center).