Assessing the Climate to Support Initiatives for Sustained Institutional Change

Quick Assessment of Your Starting or Current Position

Proposed Plan

Your Title in the Organization __________________________
Your Role or Position in your Organization __________________________
To which office(er) do you report? Where are you within the structure of your institution?

Describe the compositional diversity at your campus (could be race, religion, sexual orientation, etc., whatever is most salient on your campus):

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<tr>
<th></th>
<th>Gender</th>
<th>Race</th>
<th>Religion</th>
<th>Sexual Orientation</th>
<th>First-Gen Status</th>
<th>Pell-Eligible</th>
<th>Other</th>
<th>Goal</th>
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<tbody>
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<td>Students</td>
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<td>Staff</td>
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</table>

On a scale from 1 to 10 (10 is warm and welcoming, and 1 is chilly and confrontational), rate the overall climate for diversity or intercultural acceptance at your campus.

1  2  3  4  5  6  7  8  9  10

What Diversity, Equity, & Inclusion initiatives presently exist on your campus?

...more on next page

Adapted from Developing Group Dialogue, Villanova University Office of Diversity and Inclusion
Where are the opportunities for DEI initiatives?

Curricular

Co-curricular/Social

Socio-historical/Policy

Assessment of Need
What needs does your plan fulfill?
How does it enhance your DEI efforts?

Goals/Outcomes (Anticipated or Achieved):

1.
2.
3.

How does your plan meet the need articulated above?

Important Administrative Infrastructure:

Staffing
Person(s) Responsible
Stakeholders
Other Strategic Partners
Space
Cost (Financial, Institutional, Personal)
Available Resources
Milestones to Celebrate
Timeline

What influences you? List: constituencies, titles, or individuals.

Who is influenced by you? List: constituencies, titles, or individuals.

Anticipated or encountered obstacles:

Other Institutional considerations:

Adapted from Developing Group Dialogue, Villanova University Office of Diversity and Inclusion