

Climate Change

Actions from
the Grape Team



Climate Change Is Real...

Developing a **critical consciousness**
among **majority faculty** to create and
support healthy, productive
academic climates



2017 COACHE Survey

“Our department needs tools to deal with hostile behavior exhibited by a small number of senior faculty members, particularly as it unequally impacts early-career faculty, women and faculty of color. Hostility is always unfortunate but the lack of action to counter hostility is debilitating and demoralizing.”

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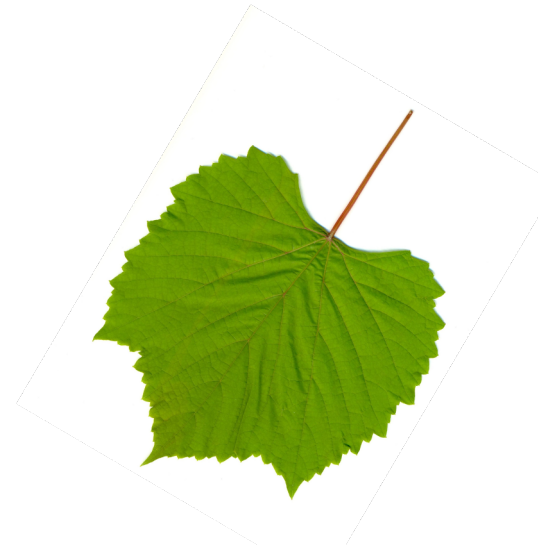
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THREE ACTIONS

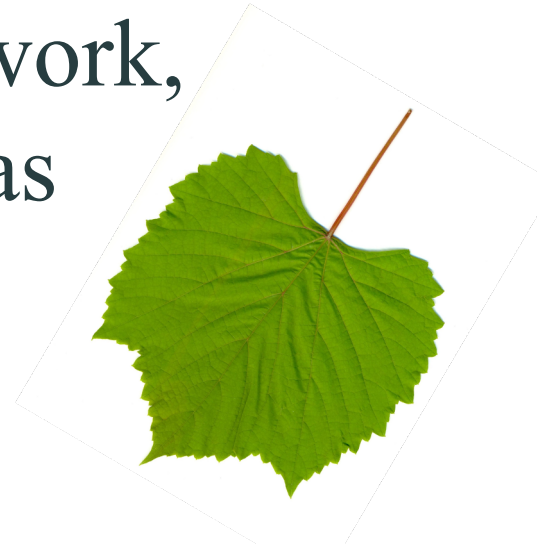
1. Recognize Faculty Labor – Assemble DEI All Stars
2. Research Best Practices to Change Campus Climate
3. Create Workplace Climate Committee

Action #1: DEI All Stars



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Recognize faculty-led DEI work,
come together, share ideas



Action #1: DEI All Stars

Faculty come together to share ideas and best practices.

- Develop a **community of practice** that cuts across department boundaries.
- **Share solutions** that have worked for others, and adapt them to local needs.
- DEI All Stars serve as **touchpoints for faculty** interested in gathering and sharing problems and solutions.
- Develop **metrics, analyses and proposals** to bring back to their departments.
- Define what **DEI contributions to teaching and research** look like, to properly recognize the full range of DEI efforts.

Action #2: Research Best Practices to Change Campus Climate



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Problem and Rationale:

- Lack of accountability for behavior that contributes to workplace toxicity.
- Small number of bad actors undermine collegiality.
- Disconnect between written policy and actual practices.

Implement Accountability

- Support GSR to conduct evidence-based research on existing programs and practices to change workplace culture
- Extend to research in non-academic organizations confronting similar issues (e.g., tech sector; health care)
- Focus on research that will be valued by STEMM audiences

Action #3: Workplace Climate Committee



-Reactive-

Current Campus Resources

- Workplace has deteriorated nearly beyond repair
- Employee experienced extended harassment
- Challenging to navigate
- Not designed to address issues on a systemic level

-Proactive-

Workplace Climate Committee

Early Intervention

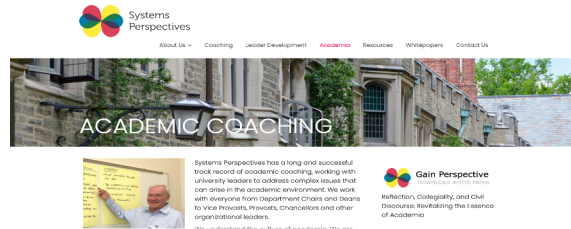
- Constructive in-house interventions for struggling departments/units
- Before departments/units “explode”
- Before valued colleagues leave
- Recruiting women and URM

Scope of Workplace Climate Committee

- Identify (1) **best practices** for departments and (2) **symptoms** of a struggling department.
- Oversee Climate Review Ad Hoc Committees charged with “**taking the temperature**” of departments (Lemon Team will introduce).
- Support pool of **faculty climate advisors** (vs. costly outside consultants).
- Propose **incentives** to reward units promoting inclusive cultures (for example: supports and rewards for “DEI All-Star Team”).
- Suggest **procedures** for putting departments on notice that do not take steps to address cultures of bullying, harassment, and discrimination.

Investing in Climate Change

- Cost savings from outside consultants



- Implement findings from Action #2: Research Best Practices
- Leverage In-House Resources & Tools
 - STEAD
 - CAMPOS
 - ADVANCE

Two-Year Pilot with Volunteer Departments

Outcomes Influence Scalability

PILOT STAFFING

3 climate advisors...one course release/summer salary

DEI training of climate advisor

2 VOLUNTEER DEPARTMENTS

Incentive: \$5,000-10,000 department



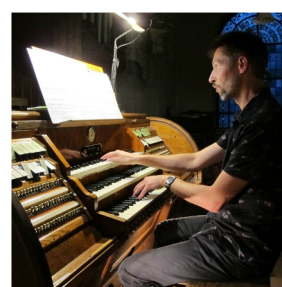
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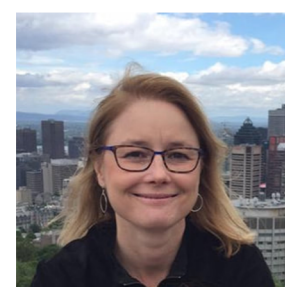
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Eastern and South Asian Studies

Developing a critical consciousness among majority
faculty to create and support healthy, productive
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No Denying that Workplace Climate is Real...
it requires innovative solutions

Questions?

UC Davis can **GO BOLDLY** toward improving **workplace climate...**

