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
"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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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
Action #2: Research Best Practices to Change Campus Climate

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
2003 Committee on Work-Life Balance: Chancellor Larry Vanderhoef charged to “become leaders in this area”

“UC Davis strives to be a community in which individuals thrive both at work and home...Our commitment to workplace flexibility is essential for recruiting and retaining a diverse, world-class faculty that takes UC Davis to its greatest possible heights.”

--Chancellor Gary S. May
Rachel Jean-Baptiste
Grape Faculty Co-Lead
Associate Professor
History

C. Titus Brown
Professor
Veterinary Medicine

Sharon Aviran
Associate Professor
Biomedical Engineering

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Associate Professor
Comparative Literature/Middle Eastern and South Asian Studies
Developing a critical consciousness among majority faculty to create and support healthy, productive academic climates

No Denying that **Workplace Climate is Real**… it requires **innovative solutions**

Questions?

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