



Division of
Equity and Inclusion

SHOWCASE
OREGON

ACTIVATING

THE
IDEAL
FRAMEWORK

Climate Survey Development & Analytics

Group Members:

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Charge:

- Identify the goal of climate surveys (both centrally and locally)
- Examine and evaluate best practice models
- Consider specific questions about survey construction, for example: What questions are appropriate and useful? What happens once you collect the data? How does the data inform actions and foster change?
- Recommend next steps

Recommendation:

1. Carry out a campus-wide survey of employees (faculty, staff and graduate student employees), designed to measure feelings and experiences of inclusion and exclusion.
2. A participatory development of the survey that includes feedback from stakeholders, and a plan to guide the analysis of the data.
3. A survey that is representative, inclusive, and protects the confidentiality of participants.
 - a. Representative: A random sample of participants invited and incentivized to take the survey
 - b. Inclusive: All employees invited to submit responses through a separate portal
 - c. Confidentiality: honest responses are possible only if no employee is identifiable from the submitted data
4. Use the information to create a baseline, inform campus-wide policy on inclusion, and inform DAPs
5. Repeat surveys every three years.