

Annually, between comprehensive campus climate surveys, Xavier University does a shorter “pulse” climate survey to track trends and identify improvements and/or new challenges. Unfortunately, due to Covid-19, no pulse climate survey was conducted in 2020. As a result, the 2021 pulse climate survey shows comparison data from 2019 and 2018. Here are some of the findings:

- Seventy three percent (73%) of respondents reported feeling comfortable or very comfortable with the climate at Xavier. This is down 11% from 2019. Although the majority of respondents are comfortable with the climate on campus, a significant number of respondents felt otherwise.
- Ninety percent (90%) of students felt respected by faculty in the classroom, and 92% felt respected by Xavier staff.
- Reports of bias and harassment increased by 8%.
- According to faculty & staff, the climate concerning communication and transparency declined by 22% since 2019. Among students this declined by 19%.
- Students’ feelings of exclusion based on mental health increased 7%, and exclusion based on political views also increased by 7%.
- The number of faculty who seriously considered leaving Xavier increased by 8% in the past 12 months over 2019.
- The number of salaried staff who seriously considered leaving Xavier in the past 12 months also increased by 8% over 2019
- With respect to race/ethnicity, people of color (faculty, staff, & students) are less comfortable with the climate at Xavier than White/European faculty, staff and students. This is a continuation of the findings in the 2019 data and a significant reversal from the 2018 statistics.

Several actions and initiatives have been taken or are currently underway to address concerns. In August, OIDI and HR offered the Outward Inclusion professional development workshop for division leaders and supervisors. The Outward Inclusion workshop is designed to help participants understand the importance of intersectionality in creating more inclusive teams, define the difference between calling people “out” versus calling people “in” to participate in dialogue, and describe how to create a psychologically safe work environment to promote inclusion.

Later this Fall, diversity expert Dr. Kathy Obear will facilitate four distinct sessions for members of the Xavier community to understand how to analyze and revise policies, practices, and services with an antiracism lens. Among the expected competencies for participants are how to create a more inclusive, racially just organizational climate and culture, recognize and shift unproductive white cultural dynamic, and develop racially inclusive products and services.

To address reports of bias and harassment, an Equity Investigator position was approved in July, and the search is currently underway. The Equity Investigator will report to the Chief Title IX and Equity Officer and serve as a visible, accessible leader and central resource for students and employees on these issues, leading the University’s response and complaint resolution process for all student and employee reports, and collaborating with key campus partners to identify and build best practice short and long-term structural solutions and response systems.

Also, the Office of Human Resources is implementing an Affirmative Action Plan (AAP). An AAP supports equal employment hiring practices and workforce diversity. The data in the AAP will provide workforce

details to hire and advance persons on the basis of merit and ability without regard to race, color, religion, sex, national origin, age, disability, genetic information, veteran's status or other factors which cannot lawfully be the basis for employment actions.

This past year we also saw in the pulse climate survey, increases in students' concerns around issues associated with safety and security. Towards this end, Xavier Police Department worked through the past summer on a number of safety initiatives, including enhancing the security camera coverage for our community. Additionally, XUPD adjusted patrol routes to better cover problem areas. We are hopeful that these efforts will serve as deterrents to illegal activity and enhance our capacity to investigate criminal activities. We acknowledge the trauma and fear that these crimes instill in members of our community and we stand together against hate and division.

An increasing challenge we face, both in the world around us and on campus, is increasing political polarization. This fall, the Take It On initiative launched its 2024 Strategic Plan, in conversation with approximately fifty faculty and staff from all four colleges and five divisions. Take It On is a non-partisan, values-centered initiative to proactively promote a stronger community through better civic discourse and robust, peaceful engagement in politics.

In addition to the initiatives above, ongoing committee work is occurring with the President's Diversity & Inclusion Action & Advisory Committee (PDIAAC) to lead or oversee the implementation of specific strategies in the Diversity and Inclusion Strategic Plan and the Xavier University Anti-Racist Action Plan. These include improving the bias and harassment response systems BART and BEAT, maintaining a focus on recruitment & retention, and assessing the current model of campus safety. All input is welcome. Please feel free to reach out to Dr. Norm Townsel in the Office of Institutional Diversity & Inclusion at (513) 745-3267 or townseln@xavier.edu. I encourage you to view the [summary](#) or the [full report](#).