

**ECU CLIMATE SURVEY TIMELINE - 2007-2010**  
**WHERE ARE WE?**

**About the ECU 2007 Climate Survey:**

The Chancellor's Diversity Council (CDC) with the support of the Office of Institutional Diversity (OID) administered the ECU Climate Survey during the spring semester of 2007. There were five major challenges identified for ECU in the survey results. The Division of Student Affairs is currently addressing the challenge regarding campus safety. The remaining four challenges were diversity-specific:

1. *Experienced classism and privilege among employees (staff on staff and faculty on faculty); perceived discriminatory practices (hiring, firing and promotion);*
2. *Experienced hostile and intimidating conduct most often due to race or ethnicity (students), observed racial profiling (students and employees);*
3. *Invisibility of many underserved communities on campus including LGBT, non-Christians, Native Americans, Latinos;*
4. *Lack of awareness and recognition of efforts toward creating equity and community at ECU by members of the ECU community.*

**Timeline of Actions Taken:**

Fall 2007	Climate Survey Town Hall Meetings for students, staff and faculty held on East and West campuses; presentation of results to campus units begin.
Spring 2008	Climate Survey presentations to campus units end.
Summer 2008	CDC drafted an ECU Action Plan for Diversity informed by feedback on climate from campus units.
Fall 2008	ECU Action Plan for Diversity recognized as the diversity template for ECU.
Fall 2008	Provost and the Vice Chancellor for Health Sciences announce deadline of Spring 2009 for ECU college-specific action plans.
Fall 2008	College of Human Ecology begins as "pilot college" for Action Plans and Diversity Scorecard.
Fall 2008	CDC begins review of action steps/goals for 2008-09
Fall 2008	CDC addresses issues raised regarding Institutional Classism.
Fall 2008	CDC sub-committees formed to study the following challenges: Institutional Classism, Partner Benefits, and Marketing
Spring 2009	Sub-committees make initial recommendations for next-steps for ECU.

**Proposed Next Steps for 2009-2010**

Summer 2009	CDC retreat
Fall 2009	Climate Survey Issue-specific focus groups held.
Fall 2009	CDC diversity awareness marketing begins.
Spring 2010	New Climate Survey