Summary of Diversity, Equity and Inclusion Questionnaire Responses
Graham Sustainability Institute

The questionnaire was distributed to 459 staff, students, alumni, faculty, and external partners. A total of 60 complete responses were received.

All Participants – What can be implemented to enhance diversity?
- Promote more diverse hiring and promotions
- Support diversity training, including bias, social justice, and anti-oppression
- Increase awareness and promote programs among minority groups on campus
- Work with minority scholars and staff on DE&I strategic plan
- Secure expert speakers on DE&I topics
- Prioritize incorporating DE&I subject matter in sustainability education among leaders/faculty
- Clarify the harassment and reporting policy and procedure, including who to contact
- Large scale social events
- Increased connectivity with other sustainability institutes/partners
- Ask applicants (job, scholarship, fellowship) about views/activities involving diversity

Staff – What can Graham do better to create inclusive, respectful climate for staff?
- Clarify the complaint and harassment policy and procedure
- Increased connectivity across programs
- Openly discuss DE&I
- Include postdocs in staff meetings

Students/Alumni – How may we enhance the cultural climate?
- Hold forum/town halls to collect student input
- Develop an Alumni focus group on DE&I
- Support DE&I activities for faculty and staff
- Monitor bias
- Include DE&I in educational and project efforts
- Blind names on applications to reduce bias in review and selection process
- Restructure doctoral presentations and blog – stronger alumni database
- Include students in DE&I strategic planning
- Increase the number of social events – students, alumni, and students/faculty/staff
- Increase scholarship opportunities for minorities
- Discuss the lack of diversity
- Measure success for people and outcomes
- Support cross-cultural learning