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### Assessing the Diversity, Equity, and Inclusion Climate in the College of Natural & Health Sciences

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# Assessing the Diversity, Equity, and Inclusion Climate in the College of Natural & Health Sciences

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Kim Murza, Chair NHS Equity & Inclusion Committee, NHS Associate Dean



# UNC

# Purpose & Goals of the Project

The purpose of this project is to assess the current diversity, equity, and inclusion (DEI) climate in NHS to inform the development of future DEI initiatives and assessments. Specific goals of the project include:

1. Conduct focus groups with NHS students, faculty, and staff to explore the NHS DEI climate.
2. Develop and assess the validity of a course evaluation tool that includes DEI principles.

NHS DEI Climate

NHS DEI Course  
Evaluation  
Questions

NHS FAD Dept.  
Meetings

Faculty/Staff  
Focus Group  
Feedback

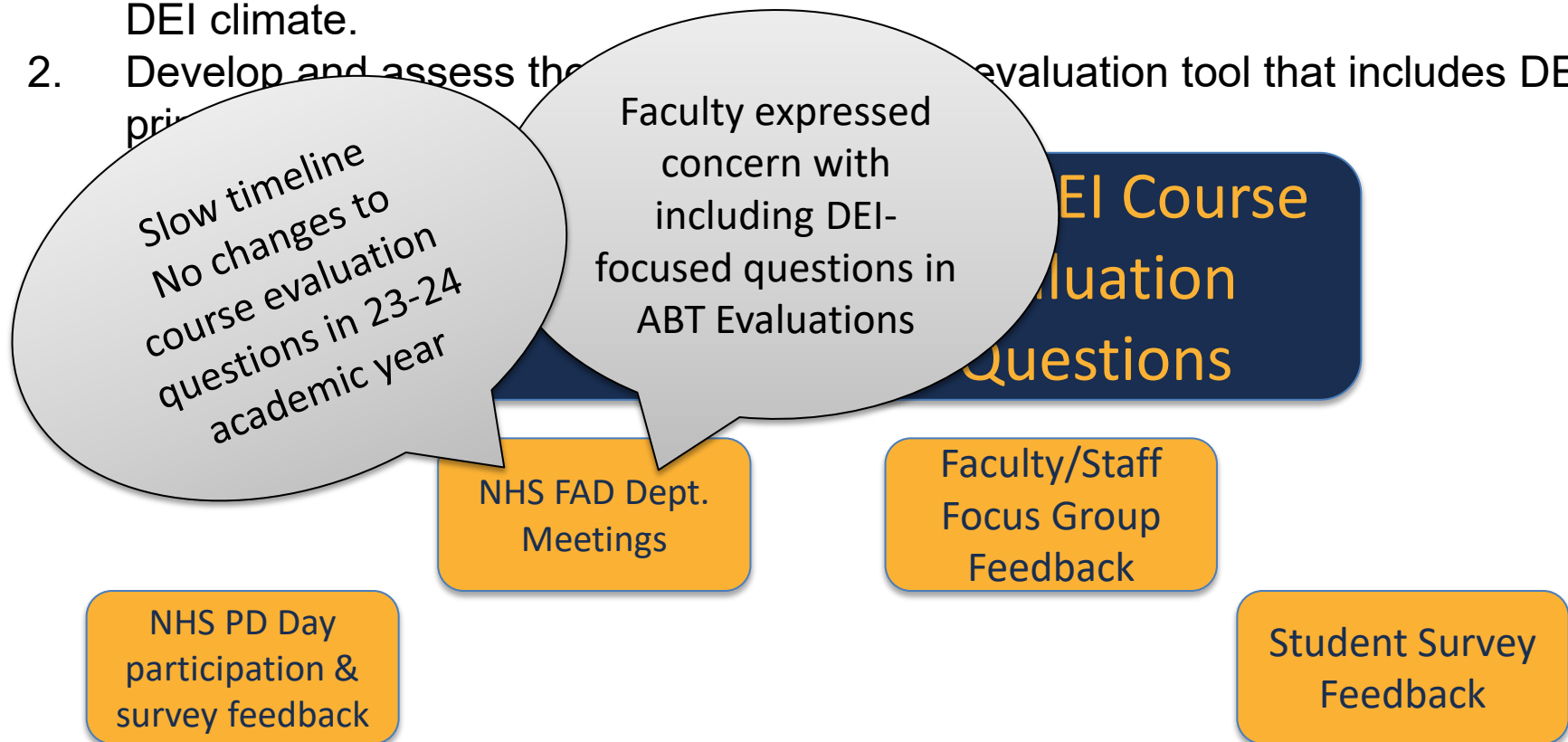
NHS PD Day  
participation &  
survey feedback

Student Survey  
Feedback

# Purpose & Goals of the Project

The purpose of this project is to assess the current diversity, equity, and inclusion (DEI) climate in NHS to inform the development of future DEI initiatives and assessments. Specific goals of the project include:

1. Conduct focus groups with NHS students, faculty, and staff to explore the NHS DEI climate.
2. Develop and assess the current course evaluation tool that includes DEI priorities.



# Purpose & Goals of the Project

The purpose of this project is to assess the current diversity, equity, and inclusion (DEI) climate in NHS to inform the development of future DEI initiatives and assessments. Specific goals of the project include:

1. Conduct focus groups with NHS students, faculty, and staff to explore the NHS DEI climate.
2. Develop and assess the validity of a course evaluation tool that includes DEI priorities.

120 of 146 NHS faculty and staff plus several GAs attended. 57 participants completed a post-participation survey.

Feedback mostly positive. Themes: actionable items appreciated, staff-specific options, advance options.

NHS DEI Course  
Evaluation  
Questions

Faculty/Staff  
Group  
Feedback

NHS PD Day  
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# Purpose & Goals of the Project

Q15 - Since we will only be able to include a couple DEI-focused questions, we wo...

Field	Min	Max	Mean	Standard Deviation	Variance	Responses	Sum
The instructor valued the diversity of life experiences among students.	1.00	6.00	3.08	1.52	2.30	89	274.00
The instructor addressed inappropriate or inaccurate statements regarding race and other issues related to diversity, such as LGBTQ, class, religion, ableism, gender, and ageism.	1.00	6.00	3.33	1.67	2.78	92	306.00
The course developed my ability to interact with diverse groups of people.	1.00	6.00	3.02	1.39	1.93	88	266.00
(Open-ended response question) How could the class climate be more supportive of me? By class climate we are referring to the broad factors that contribute to interactions, attitudes, tone of course, range of perspectives represented, etc.	1.00	6.00	3.71	1.45	2.10	94	349.00
Course activities (discussions, assignments, readings, etc.) exhibit and/or encourage the inclusion of diverse perspectives.	1.00	6.00	3.13	1.61	2.58	94	294.00

VHS

EI

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1. Conduct focus groups with NHS students, faculty, and staff to explore the NHS DEI climate.
2. Develop and assess the validity of a climate survey based on DEI principles.

NHS DEI Climate

Training through UNC  
SRL. Spring sessions  
completed, summer and  
fall in progress. Analysis  
early fall by SRL.

Questions

NHS FAD Dept.  
Meetings

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