Overview of the ARCC report

Advancing a Respectful and Caring Community: Learning by Doing at MIT

REPORT OF THE INSTITUTE COMMUNITY AND EQUITY OFFICER (ICEO)

Ed Bertschinger, MIT ICEO, February 12, 2015
Examples of recommendations

Community:
Launch an education campaign, employing bystander videos and leadership workshops

Equity:
Collect applicant-pool data for all academic and research hires

Structural:
Appoint equity committees
MIT Libraries’ response
MIT Libraries’ response

The Libraries' efforts are among the most thorough and thoughtful that I have seen.

Ed Bertschinger
Community priorities

For Libraries
• Paid “time for learning and doing”
• Launch a bystander education campaign
• Instruct DLC heads and AOs to be open to more flexible work arrangements

For MIT
• Create an MIT Compact
• Launch a bystander education campaign
• Standing committee on mental health & wellness
Equity priorities

For Libraries
• Educate community about unconscious bias
• Review salary equity for postdocs and all employee categories
• Increase URM percentage of non-faculty hires

For MIT
• Educate community about unconscious bias
• Review salary equity for postdocs and all employee categories
• Increase URM percentage of non-faculty hires
Structural priorities

For Libraries
• Analyze faculty & staff quality of life survey data
• Appoint equity committees
• Review questions in quality of life survey

For MIT
• Appoint equity committees
• Community and equity dashboard
• Join Leading for Change Higher Education Diversity Consortium
Libraries’ greatest impact

The Libraries can and should play a more active role in providing spaces, resources, programs, and staff that can help address student stress.
Libraries’ greatest impact

- Focus on communicating with respect and inclusivity
- Recruit, retain, and develop diverse staff
- Informal social interactions among staff
- Staff mentoring program
Libraries’ greatest impact

Become a test bed for exploring aspects of the work/life balance …

… apply quality-of-life standards to a large and diverse group (admin, support & student staff) …

… create a model within the Libraries for the wider MIT community.
Committee on Staff Diversity and Inclusion

- Community: Create a MIT Compact
- Equity: Educate all community members about unconscious bias
- Community: Launch an education campaign, employing bystander videos and leadership workshops
Committee on Staff Diversity and Inclusion

• Community: Organize an annual Community and Equity Challenge competition

• Structural: Create and use a Community and Equity Dashboard
What Happens Next?

Libraries

people, spaces, library, students, staff, MIT, space, users, work, help, need, training, community
CPDI updates

● How to be a Trans* Ally, June 3 & 4
● Issue annual report
● Onboard new volunteers
● Diversity Action Plan