



Karol V. Mason
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Re: Campus-wide Climate Review Launch

Dear Colleagues,

I write to let you know that we are initiating a new campus-wide “[Climate Review](#)” process. As I mentioned at a Town Hall meeting last fall, the goal of the Review is to help us better fulfill our commitment to promoting a respectful and collegial working and learning environment where everyone can thrive.

Several organizations responded to our request for proposals, and I worked with a team of faculty, students, and staff to interview and select a team from [Working IDEAL](#) and [Redwood Enterprise](#) as our partners. They specialize in diversity, inclusion, equity assessments, and workplace harassment responses and prevention. They have experience in academic settings and bring a deep understanding of the law, data analysis, workplace practices, and applied social science literature, as well as public engagement, training, and development.

As I expressed in my [video message](#), I believe that this externally-led Climate Review process is an essential next step in our continuing work to improve our campus climate, and, ultimately, boost student success. In the coming weeks, I will provide an update on the upcoming climate assessment activities on campus. I welcome and encourage your participation in this process in order to help us gain a better understanding of our current climate, existing challenges, and their underlying causes. At its conclusion, the Climate Review will produce recommendations that will be shared with the community, including suggestions for enhanced training opportunities and expanded prevention efforts.

I look forward to sharing more about our Climate Review process and working alongside you on this effort. I am fully committed to this collaborative process and to maintaining an environment steeped in integrity. Anything less would fall short of our values as fierce advocates for justice.

Thank you.

Karol V. Mason
President