

Recommendations from DUE (OME, UAAP/SDS)/DSL (OMP, LGBTQ)/ODGE staff (2016)

Overall implementation score: 43%

Infrastructure and Resources

Implementation score per item

Recommendation:	ai Cultural/Community Spaces - We recommend improvement and/or additional space allocations for Cultural and community spaces for students at MIT. Current spaces are in need of better infrastructure and resources, i.e., space, staffing, and funding, e.g., BSU, Rainbow Lounge, Latino Cultural Center, Cheney Room, creation of an Asian Student Center and a new multicultural center, etc.	
Status:	Partially implemented with the new SPXCE Center and a renovated Rainbow Lounge.	0.25
	aii Residential Halls/Dorms - We recommend that Residence Life staff work with Facilities to ensure that buildings are properly maintained on a regular basis to avoid displacement of students and disrupting student communities, e.g., Chocolate City, Spanish House, etc.	
Status:	The Division of Student Life has created an Undergraduate Housing Working Group to develop strategic approaches for successful renovations with care for affected student communities.	1
	aiiia MIT adopt an Institute-wide electronic accessibility policy so that individuals with disabilities can acquire the same information, engage in the same interactions, and enjoy the same services as non-disabled individuals, with substantially equivalent ease.	
Status:	Not implemented.	0

	<p>aiiib MIT commit to both the letter and the spirit of the Americans with Disabilities Act, particularly in the construction of student spaces, such as classrooms, dormitories, and gathering places.</p>	
Status:	<p>Academic campus planning is committed to ADA compliance, including bringing spaces up to code in renovations, and allocating funds for additional changes for ADA compliance, as well as in all new construction.</p>	1
	<p>aiv Currently MIT does not have a strategy to ensure that renovation, reconstruction, and new construction includes Gender Inclusive Restroom spaces across the Institute. We recommend that a strategic and comprehensive plan be implemented.</p>	
Status:	<p>An all-gender restroom pilot began on June 1, 2018, http://diversity.mit.edu/allgender-restrooms/. An assessment and planning process will build on this project.</p>	0.75
Recommendation:	<p>b We support BSU recommendation #11, i.e., the hiring of 20 new professionals with relevant expertise in every department, where departments decide the best way to incorporate initiative and efforts. Furthermore, we recommend that the Diversity Representatives work closely with the ICEO and meet on a regular basis to share best practices and challenges; this group may also serve as a support group with the goal of retaining staff.</p>	
Status:	<p>Not implemented.</p>	0
Recommendation:	<p>ci We support and offer additional suggestions for BSU recommendation #1 and BGSA recommendation # 5 - Increase resources allocated for the hiring of multicultural competent, LBGTQ competent, and social justice competent mental health and student support services staff, inclusive of a racial diverse professional staff.</p>	

Status:	Substantially implemented. Mental Health and Counseling has added 4 staff since 2016 and emphasizes multicultural competency for all its staff. Additional staffing has been added to several other offices.	1
Recommendation:	cii We recommend increasing financial support for LBGT@MIT – Partially addressed - with a partial GIB increase, the LBGT@MIT budget is 17% closer to meeting the annual needs of the community. Further funding is recommended to sufficiently support and meet the needs of students at 100%.	
Status:	Staffing and budgetary resources were increased from \$20K to \$30K in this area for the current year but are not yet sufficient to support the level of effectiveness aimed for (\$80K annually to best support all student needs from these communities).	0.25
Recommendation:	ciii We recommend increasing financial support and staff, i.e., Assistant Director for OMP – currently receives no ongoing GIB funds and only one staff person.	
Status:	One FTE was added, but student needs still greatly exceed available funding requiring staff to raise most of the funds from other sources.	0.35
Recommendation:	civ We recommend increasing the number of students who participate in programs like Interphase EDGE, OEOP/MITES, ODGE Diversity Initiatives as well as increasing collaborations and support for marginalized/minority Graduate Students.	
Status:	Partially implemented through UCEM for graduate students. Future expansions of Interphase EDGE and MITES are under consideration, subject to fundraising success.	0.25
Recommendation:	cv We recommend providing additional financial support to administrative offices charged with implementing any new activities and initiatives resulting from the BSU and BGSA recommendations (and those included in this document).	

Status:	Not implemented.	0
Recommendation:	d We support and offer additional suggestions for BGSA recommendation #1 - 5 and 10 year strategic plan for diversity efforts at MIT, widen identities beyond URM to match ND policy identity categories.	
Status:	Not implemented.	0
Additional info:	a. Endowed funds to support these resources, including a connection to the Capital Campaign. b. Increased faculty hiring and retention for marginalized/minority identity groups. c. Expand MLK Visiting Scholars to all departments and with more visibility.	
Recommendation:	e We recommend expanding the staff of the Institute Community and Equity Office. The ICEO needs a strong team in order to better address the needs and concerns of faculty, staff, and students across the Institute.	
Status:	Not implemented.	0
Recommendation:	f We strongly support BSU recommendation #2 – “Inclusion Studies” GIR Requirement; and additionally, we recommend Faculty lines be added in WGS so that diversity, inclusion identity, and social justice content are consistently being taught by those trained in that discipline.	
Status:	Not implemented.	0
Recommendation:	g We support BGSA recommendation #7 and believe that it is also appropriate for undergrads.	
Status:	Not implemented.	0

Recommendation: h We support BSU recommendation #6 – paying particular attention to the needs of students in mid-range socioeconomic status categories.
Status: Implemented: <http://news.mit.edu/2018/undergraduate-financial-aid-boosted-2018-19-0221> 1

Recommendation: i We support and offer additional suggestions for BSU recommendation #10 – this should be tied to strategic plans and accountability measures.
Status: Partially implemented: departmental statements done, but no strategic plans or accountability measures. 0.5

Addressing Climate

Recommendation: a We support and offer additional suggestions for BGSA recommendation #6 – we recommend a Bias Reporting Team be created to address bias incidents; this team would have the capacity to track and address incidents of Bias. This also supports BGSA recommendation #6 and the ICEO’s recommendation for Institute-wide Implicit Bias Trainings (ICEO E5).
Status: Implemented: <http://t9br.mit.edu/> 1

Recommendation: b We support BSU recommendation #3 and BGSA recommendation #4 – changes to grad and undergrad Orientations.
Status: Implemented. 1

Recommendation: c We support and offer additional suggestions for BSU recommendation #4 and BGSA recommendation #3 – Online diversity training for students, inclusive of staff, faculty, postdocs, corporation, etc. Especially those working most closely with students, i.e., advisors, GRTs, undergrad administrators, UROP administrators, DSL staff, housemasters, orientation leaders, MIT police, MIT Medical/Mental Health, Student Support Services, etc.

Status:	Partially implemented through online Title IX training (Haven).	0.5
Recommendation: d	We support and offer additional suggestions for BSU recommendation #5, 7, 8, and 9 and BGSA recommendation #2 – Public release of data and accountability for departmental performance re: matriculation – based on ALL identity categories and intersectional identities included in our non-discrimination policy we suggest breakdowns of recruitment, retention, matriculation, transfer of majors for students, and hiring, firing, promotions, tenure, and attrition of employees. Additional disaggregation of ND policy identities and intersections for CASA, Mental Health, Enrolled Student Survey, Student QOL, and Employee QOL surveys. – All to be shared with department heads and visiting committees. (Ex. Dashboard from ICEO report).	
Status:	Partially implemented with public Diversity and Climate Dashboards and other information at http://diversity.mit.edu/data	0.5
Recommendation: e	We recommend that diversity/inclusion efforts and outcomes be assessed annually by department heads and during visiting committees.	
Status:	Many, but not all, visiting committees address climate and/or diversity. There is no annual assessment by department heads.	0.5
Recommendation: f	We recommend that MIT conduct a comprehensive Campus-wide Climate Assessment – rigorous quantitative and qualitative data.	
Status:	Quantitative analysis has been performed via Climate Dashboard. Qualitative data collection is in process.	0.5
Recommendation: g	We recommend that MIT research, assess, and align with best practices of peer institutions as appropriate.	

Status: Several processes do this: Corporation Visiting Committees; participation in Ivy Plus groups and the Leading for Change Consortium. However, efforts are not systematic nor focused on the climate for inclusion. 0.5

Recommendation: h We recommend that a “metric” for the assessment of diversity/inclusion, multicultural/LBGTQ competencies be included in all professional staff reviews as well as a similar “metric” be used to assess incoming employee competencies (and/or openness to professional development in that area).

Status: Not implemented. 0