

Culture of Respect: One-Year Anniversary Executive Summary

A Message from President Richard Feldman
to the University Community

January 11, 2019

One-Year Anniversary Message

Executive Summary

What began as a direct response to the recommendations in the [Report of the Independent Investigation](#) (also known as the “White Report”) has evolved into a larger effort to strengthen [Rochester’s Culture of Respect](#) and promote equity, broadly defined. We are working toward creating lasting, cultural change; a campus climate built on respect and inclusion and other values that are understood by all members of the community and that guide our practice. Our community must be welcoming to all, a place in which all members can thrive. Many people have been engaged in this important work, and I’m proud of what we have built.

The report that follows focuses primarily on the University-wide steps that have been taken in support of these goals, but there has been progress throughout the University.

Progress in Equity and Inclusion Across the Institution

- Inclusive Hiring: Significant efforts across schools to increase awareness about the importance of recruiting a diverse faculty and taking steps toward making searches inclusive and free of bias

- New Leadership: New and expanded roles of faculty and staff leaders, underscoring the priority of diversity and inclusion efforts across the institution
- Initiatives and Recognition: Ongoing efforts of faculty, staff, and students to enhance learning and working environments through infrastructure to improve and enhance diversity and inclusion efforts in departments

Progress Building Rochester's Culture of Respect

Key Steps: Culture and Values

- Work of Faculty/Staff and Student Groups: Significant efforts by the Commission on Women and Gender Equity in Academia and the Students' Association Task Force to Review Sexual Misconduct Policy
- Meliora Values Implementation: The new [Vision and Values Statement](#) that communicates the University's shared goals and principles
- Community Engagement: Making our values manifest by seeking to expand our connection with the community

Key Steps: Policies and Practices

- New Guides available to explain procedures for addressing misconduct
- Revision of Intimate Relationships Policy
- Revision of Faculty Grievance Policy
- Revision of Email/IT Policy
- Revision of Policy 106
- New Respectful Workplace Policy within Code of Conduct
- Advisors and Conflict Managers
- Strengthened Mandatory and Elective Training Options
- New Reports: Diversity, Sexual Misconduct, Bias

Key Steps: Leadership and Organization

- University Diversity and Equity Council: Advisory group to the president, composed of faculty, staff, and students
- Office of Equity and Inclusion: New office being established to lead diversity and inclusion efforts University-wide and oversee equal opportunity matters
- Search for new vice president for equity and inclusion underway
- New investigator hired to work on internal discrimination and harassment claims under Policy 106

Next Steps

To succeed in implementing sustainable change, the University must continue to work to identify and address challenges within the organization related to diversity, equity, and inclusion. To have meaningful impact, all members of the community will be expected to understand and be encouraged to champion the University's Vision and Values Statement. From senior leaders to staff and faculty to students as well as alumni, each individual must ensure that the University of Rochester welcomes, includes, and values everyone. I continue to welcome your feedback through the Respect website [feedback form](#).