As we know, participating in diversity and inclusion programs and conducting climate studies is now a common practice on many campuses. Equally common, unfortunately, is that the results of climate studies or the skills gained through specific programs remain with a few individuals (or on a shelf!). One of the goals of the USC Equity Institutes is to increase transparency and reduce mistrust as related to progress on racial equity. Having a vision of how you will communicate the learning and transformation that has occurred is a useful starting place. The Race Equity Projects, an integral part of the USC Equity Institutes, will help you to design projects, as well as build plans for accountability, budgeting, transparency, and more.

What are our plans to share what we learn and what we’re advancing?

We strongly encourage the full participation of your President/Chancellor, Provost/Dean of the Faculty, and all Cabinet members as part of your 20-person team as it signals the importance of this program (and your campus’ commitment to racial equity) through visible leadership participation.

Who would be the highest level leader participating?

**What is the NACCC?**

The National Assessment of Collegiate Campus Climates (the “NACCC”) is a national quantitative survey on campus racial climate created by the USC Race and Equity Center, specifically designed for community colleges and 4-year institutions.

**Why is NACCC Participation Important?**

Every week, *Inside Higher Ed*, *The Chronicle of Higher Education*, *Diverse Issues in Higher Education*, and other news outlets report on racial incidents on campuses across the United States. The NACCC is so important because these issues are so pervasive. To effectively address them, institutional leaders must have better information and more guidance that is informed by data collected from their campus communities.

**How is the NACCC unique among campus climate surveys?**

The NACCC focuses exclusively on campus racial climate, or the extent to which race matters on campus. The NACCC survey is based on more than a decade of our Center’s qualitative work and crafted by race, equity, and inclusion experts on the NACCC Advisory Panel who worked together to identify the most salient survey content areas and questions today in the field of campus racial climate.

**How long is the NACCC survey?**

Given that respondent burden and general survey fatigue is always of concern, the focus on campus racial climate allows the NACCC to cover this topic in-depth, while maintaining the survey length at approximately 15 minutes.
### What is the basis for the NACCC?

The NACCC survey content is based on more than a decade of the Race and Equity Center’s qualitative climate studies at colleges and universities across the country. In addition, college and university presidents and provosts, campus diversity and inclusion officers, race and equity content faculty and experts, postsecondary institution membership association directors, institutional researchers, and survey methodologists comprise the NACCC Advisory Panel. This group consults with NACCC survey team on best practices for the content, methodology, and administration of the NACCC survey, as well as the best ways to engage colleges and universities with their NACCC results. Race, equity, and inclusion experts on the NACCC Advisory Panel worked together to identify the most salient survey content areas and questions today in the field of campus racial climate.

### What topics are included in the NACCC?

The NACCC includes the following six content areas essential to understanding racial climate on campus, plus demographic information: mattering and affirmation, cross-racial engagement, encounters with racial stress, racial learning and literacy, appraisals of institutional commitment, and impact of external environments.

### Who is eligible to participate in the NACCC?

The NACCC is open to any community college or 4-year institution in the United States. All students and employees at participating colleges and universities can be invited to complete the NACCC survey.

### Is the survey legitimate?

Your college or university signs an agreement with the USC Race and Equity Center to participate and the NACCC keeps individual participant responses under strictest confidence. The NACCC survey team will not provide your college or university, or anyone, with individual identifiers such as names, IDs, or email addresses. Summary reports with aggregated data will be created and will include no personally identifying information.
President/Chancellor participation is highly recommended and cohorts with President/Chancellor participation will be given priority. We also suggest that the following be included in your cohort - key decision-makers and those with budgets to execute strategic goals:

- Provost;
- Vice President for Academic Affairs/Dean of the Faculty;
- Vice President for Student Affairs/Dean of Students;
- Associate Vice President for Student Affairs;
- Chief Diversity Officer or Senior Diversity Practitioner;
- Director, Center for Teaching and Learning;
- Faculty Senate Chair;
- Chief Financial Officer/Vice President for Administration;
- Vice President for Admissions/Enrollment Management;
- Director of Athletics;
- Vice President for Human Resources;
- Director, Institutional Research.

Additional members of the 20-person cohort could include: Dean/Vice Deans/Associate Deans; Department Chairs; Faculty Union Leadership.

Who makes up the ideal team from a positional standpoint and from a capacity standpoint?

What is the ideal time commitment?

Pre-Institute
Institute
In-Session
Post-Institute

1 In-Person Cohort Meeting for:
• Introductions and Icebreakers
• Review Institute Syllabus
• Brainstorm Race Equity Project Ideas
2-hour module at the same day and time for 8 consecutive weeks

1 In-Person Meeting in Week 4 to finalize Race Equity Project Topics and Teams
Weekly or bi-weekly Race Equity Project Team meetings starting in Week 4

Monthly Race Equity Project Team Meetings for 3 months
1 In-Person Meeting 3 months after to:
• Present Race Equity Projects
• Provide/gather feedback
1 In-Person Meeting within 6 months after to:
• Communicate Race Equity Project progress
• Troubleshoot together if needed

I am nervous about providing my true feelings about race on campus in the survey.

Your feelings are completely understandable. However, all of the information you provide will be kept confidential and your individual data will only be accessible to NACCC survey administrators who are under strict confidentiality requirements. For the sake of improving their campus climate, we want participants to express their honest and true feelings about race on their campus. Your honesty is tremendously important to helping your campus administrators understand the actual experiences of everyone on campus.

Why should I take my time to complete yet another survey?

By completing this survey, you are an active participant in inspiring change on your campus. Your voice matters! As a participant, you know your campus better than anyone. Without your input, important aspects of campus life may be unintentionally ignored. But with your answers, college and university leaders will receive valuable information that they can use to improve the racial climate on your campus and the experiences of everyone.

I still have more questions.

For other questions about the NACCC, contact us at nacccsrv@usc.edu.