

Friends:

Later this month, I will be inviting you and every student, faculty, and staff member to participate in a confidential campus-wide survey, titled *Your Campus, Your Voice: Haverford's Climate Survey*. The survey will run for a month and is estimated to take about 30 minutes of each person's time. Details are below my signature; for now, I simply wanted to offer a heads up that I will be asking you for time and attention to this collective project that aims to bring us closer to our aspirations of building a more equitable and inclusive Haverford.

I wish you a good week and a joyful, restorative spring break.

All the best,
Wendy

This spring, the College will undertake a vital and relevant 'climate assessment' via an anonymous survey. This survey, which we will conduct periodically, continues the data-informed inquiry of previous campus-wide surveys of students, faculty and staff in [2015-16](#) (which informed the [Strategic Plan for Diversity and Inclusion](#)) and of students in [2018-19](#). The learnings from this upcoming survey, which will be shared with the full community later this year, will allow for refinement and alignment; reactions and response; connective tissue to future efforts; and sensemaking as well as next steps. Ultimately, this work helps drive essential and lasting change that creates a more inclusive campus.

To ensure full transparency and to provide a more complete perspective, we contracted with Rankin & Associates Consulting, LLC to help lead this effort. The survey, which Haverford students, faculty, and staff designed in collaboration with Rankin, solicits information about both positive and challenging aspects of our climate and will be your opportunity to describe your personal experiences, your observations, and suggestions for change that might enhance the Haverford College campus climate.

You'll receive an email link to the anonymous survey, titled *Your Campus, Your Voice: Haverford's Climate Survey*, on March 22. You'll have until April 22 to take it; in order to ensure confidentiality, you won't be able to save a partially completed survey in order to work on it in the future. Please plan to set aside the necessary 20-30 minutes in order to complete the survey in a single session.

Be assured: your survey responses will remain confidential and the results will be reported in group form only. Your submission will not identify you as an individual. Your participation in this project is voluntary. This research has been reviewed and approved by Haverford College's Institutional Review Board (IRB). Additional information about the project is available at <https://hav.to/climatesurvey>.

Thank you in advance for your contribution to this vital project.

Sincerely,

Norm Jones, Interim Chief Diversity Officer
for the Climate Survey Working Group:

Juno Bartsch '24

Franklyn Cantor

Sam Diaz '25

Kevin Iglesias

Ben Le

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