

Astronomy Climate Advisors

Definition of “Climate”: Current attitudes, behaviors, and standards concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential

The mission of the Astronomy Climate Advisors is to create and sustain an environment where everyone in Campbell Hall can do their best work.

To this end, we:

- point to Campus Resources for conflict resolution and emotional and mental health
- point to Department Officers who can help
- raise awareness about equity issues (e.g., via climate surveys)
- if appropriate, help implement solutions to low-level climate problems not necessarily involving formal investigations

Department

Department Officers

Chair

Department Manager

Vice Chair

Head Graduate Advisor

Undergraduate Faculty Advisor

Equity Advisor

Climate Advisors

Faculty members

Department Manager

Postdocs

Graduate students

Undergraduate students

[Anonymous Drop Box]

<white = NON-CONFIDENTIAL>

<green = CONFIDENTIAL>

Department

Campus Resources

CONFIDENTIAL

Path to Care (phone: 510-643-2005)

Student+Postdoc Ombuds

Staff+Managerial Faculty Ombuds

Tang Center Social Services Counseling

NON-CONFIDENTIAL

OPHD (Title IX office)

UCPD (phone: 911)

Gender Equity Resource Center

Students of Concern Committee

Respondent Services

see Department website for description of
all campus offices

Department

Department

Activities of Climate Advisory Committee (sub-committee of CDEI)

1. Work with Campus Resources to organize workshops (e.g., Path to Care Workshops in Oct 2019)
2. Work with Office of Equity and Inclusion (OEI) to conduct Department Climate Surveys.
Analyze survey results and host town halls (e.g., Climate Survey Town Hall in Feb 2018)
3. Point department members in need to the right offices, and, if appropriate, help mediate conflict

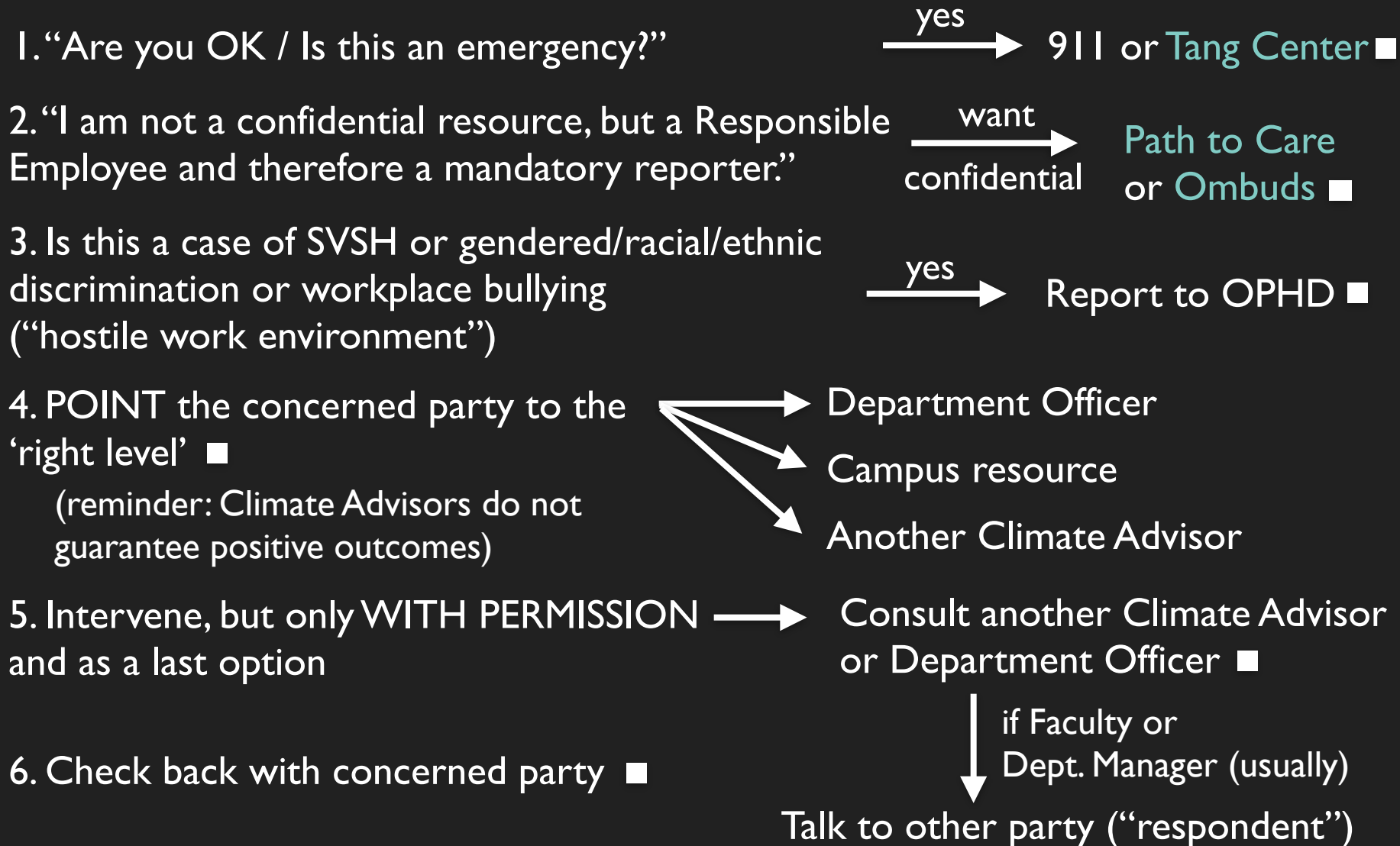
Some real-life issues brought to the attention of Climate Advisors

- offensive emails sent to everyone@astro
- offensive language/examples used in lecture
- potential discrimination in office space assignments
- racial and gendered discrimination
- peer-to-peer conflict
- individuals seeking emotional support
- helping the Department Chair articulate responses to internet postings

FLOWCHART

for what happens when a Department member (“concerned party”) contacts a Climate Advisor (“pointer a.k.a. signpost”)

■ possible stopping point



Guidelines and Reporting for Climate Advisors

1. A climate advisor is an advisor/signpost/pointer. They do not have the authority that Department Officers do, and they cannot guarantee positive outcomes.
2. Although climate advisors are non-confidential, what is shared with one advisor is shared with others only on an as-need basis.
3. Some climate advisors have multiple roles (e.g. climate advisor + vice chair). Roles and responsibilities should be declared at the beginning of a conversation.
4. A Google Doc serves to record cases in an anonymous way (recording brief anonymized description of event, date, and what the advisor response was). Cases can inform future workshops. The faculty chair of the Climate Advisors will summarize the cases to the Department Chair every semester.