The following recommendations are based on the analysis of the Faculty-Staff and Student Climate Surveys that were conducted during Spring 2013.

1. Multiple actions need to be taken to increase survey participation, especially among students. The Campus Change Team has started to develop actions to increase survey participation in 2015.

2. While responses to several climate questions show a general satisfaction with the campus climate, 17.5% of faculty and staff and 27.6% of students have witnessed harassment or discriminatory behavior. In addition, 13.8% of faculty and staff and 20.7% of students have experienced harassment. In addition, the analysis by group membership reveals differences in perceptions about the campus climate and experiences at UMD (see 4. below).
   a. Effective communication about campus resources (offices) available to those who witness discriminatory behavior and harassment or experience harassment must be strengthened as only 19.3% of students reported what was witnessed and 21.1% of students reported what was experienced. The equivalent reporting percentage for staff and faculty were 41.8% and 38.6%.
   b. In addition, review of how these various offices accept and handle reports should take place.
   c. The Campus Climate Response Team 2012-13 summary of campus incidents that degrade or threaten the campus climate was recently posted online and will be updated annually. This information should be widely communication to the campus along with available campus resources.

3. Training and education are needed to reduce the frequency of harassment and derogatory actions. It is particularly important that new undergraduate and graduate students, staff, and faculty are aware of the values of inclusion and diversity that UMD has embraced.
   a. Bias based on race, ethnicity, gender, and political beliefs were frequently cited by survey respondents. Programming and actions should be focused on reducing these biases.
   b. However, bias due to other group membership such as sexual orientation, non-English speakers, age, and non-religious affiliations should not be ignored.

4. A deeper understanding about how non-dominant groups experience this campus is critically needed. Based on this information, focused actions and programs can be developed to create a more inclusive and supportive campus environment.

5. It is essential that the results of the 2013 climate surveys be made public using a variety of methods – Campus Climate website, distribution by and discussion within the Leadership, Campus, and Unit Change teams, open forum, outreach to students, etc.