



- Campus Values, Communications, and Public Engagement (88.9%)
- Diversifying Faculty, Campus Leadership, Staff (88.9%)
- Organizational Commitment to Change (88.9%)
- Admissions, Student Recruitment, & Retention (77.8%)
- Personal Commitment to Change (Cultural and Ethical – Professional Development Training) (77.8%)
- Decolonizing Curriculum (66.7%)

- Diversifying Faculty, Campus Leadership, Staff (88.2%)
- Organizational Commitment to Change (88.2%)
- Admissions, Student Recruitment, & Retention (76.5%)
- Health and Wellbeing of BIPOC Academics (64.7%)
- Personal Commitment to Change (Cultural and Ethical – Professional Development Training) (64.7%)

- Campus Values, Communications, and Public Engagement (100%)
- Legal/Policy/Advocacy Work for BIPOC Scholars (100%)
- Organizational Commitment to Change (100%)
- DEI Work Compensation/Recognition (50%)
- Decolonizing Curriculum (50%)
- Diversifying Faculty, Campus Leadership, Staff (50%)
- Health and Wellbeing of BIPOC Academics (50%)
- Personal Commitment to Change (Cultural and Ethical – Professional Development Training) (50%)
- Words vs. Action (50%)

- Admissions, Student Recruitment, & Retention (100%)
- DEI Work Compensation/Recognition (100%)
- Decolonizing Curriculum (100%)
- Diversifying Faculty, Campus Leadership, Staff (100%)
- Endowment/Scholarship/Fellowships for BIPOC Scholars (100%)
- Legal/Policy/Advocacy Work for BIPOC Scholars (100%)
- Organizational Commitment to Change (100%)
- Personal Commitment to Change (Cultural and Ethical – Professional Development Training) (100%)

- Organizational Commitment to Change (85.7%)
- Campus Values, Communications, and Public Engagement (71.4%)
- Decolonizing Curriculum (57.1%)
- Diversifying Faculty, Campus Leadership, Staff (57.1%)
- Personal Commitment to Change (Cultural and Ethical – Professional Development Training) (57.1%)

- Campus Values, Communications, and Public Engagement (61.5%)
- Decolonizing Curriculum (61.5%)
- Diversifying Faculty, Campus Leadership, Staff (61.5%)
- Personal Commitment to Change (Cultural and Ethical – Professional Development Training) (61.5%)
- Endowment/Scholarship/Fellowships for BIPOC Scholars (53.8%)
- Organizational Commitment to Change (53.8%)
- Legal/Policy/Advocacy Work for BIPOC Scholars (46.2%)

- Organizational Commitment to Change (100%)
- Diversifying Faculty, Campus Leadership, Staff (87.5%)
- Decolonizing Curriculum (75%)

- Organizational Commitment to Change (100%)
- Diversifying Faculty, Campus Leadership, Staff (93.3%)
- Campus Values, Communications, and Public Engagement (73.3%)
- Legal/Policy/Advocacy Work for BIPOC Scholars (73.3%)

- Organizational Commitment to Change (100%)
- DEI Work Compensation/Recognition (66.7%)
- Admissions, Student Recruitment, & Retention (33.3%)
- Campus Values, Communications, and Public Engagement (33.3%)
- Decolonizing Curriculum (33.3%)
- Diversify Collaborators, Speakers, Campus Engagement (33.3%)
- Diversifying Faculty, Campus Leadership, Staff (33.3%)
- Health and Wellbeing of BIPOC Academics (33.3%)
- Improve and Report Demographic and/or Qualitative Data from BIPOC Scholars (33.3%)
- Legal/Policy/Advocacy Work for BIPOC Scholars (33.3%)
- Personal Commitment to Change (Cultural and Ethical – Professional Development Training) (33.3%)