DEFINITIONS

Campus Climate:

“Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect.” (Campus Climate Network Group, University of Wisconsin, 2002)

“The atmosphere or ambience of an organization as perceived by its members. An organization’s climate is reflected in its structures, policies and practices; the demographics of its membership; the attitudes and values of its members and leaders; and the quality of personal interactions.” (Committee on Women in the University’s Work Group on Climate, University of Wisconsin, 2002)

“The current attitudes, behaviors and standards of faculty, staff, administrators and students concerning the level of respect for individual needs, abilities and potential.” (University of California Climate Survey, 2013)

Implicit Bias:

“An implicit bias is a positive or negative mental attitude towards a person, thing, or group that a person holds at an unconscious level. In contrast, an explicit bias is an attitude that somebody is consciously aware of having. Research has found that our implicit and explicit biases often diverge. For example, a person may consciously express a neutral or positive opinion about a social group that they unconsciously hold a negative opinion about.” (Stanford School of Medicine, Office of Faculty Development and Diversity)

Microaggressions:

“The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.” (From Diversity in the Classroom, UCLA Diversity & Faculty Development, 2014)