As we know, participating in diversity and inclusion programs and conducting climate studies is now a common practice on many campuses. Equally common, unfortunately, is that the results of climate studies or the skills gained through specific programs remain with a few individuals (or on a shelf!). One of the goals of the USC Equity Institutes is to increase transparency and reduce mistrust as related to progress on racial equity. Having a vision of how you will communicate the learning and transformation that has occurred is a useful starting place. The Race Equity Projects, an integral part of the USC Equity Institutes, will help you to design projects, as well as build plans for accountability, budgeting, transparency, and more.

What are our plans to share what we learn and what we're advancing?

We strongly encourage the full participation of your President/Chancellor, Provost/Dean of the Faculty, and all Cabinet members as part of your 20-person team as it signals the importance of this program (and your campus' commitment to racial equity) through visible leadership participation.

Who would be the highest level leader participating?

**General information about the NACCC**

**What is the NACCC?**

The National Assessment of Collegiate Campus Climates (the “NACCC”) is a new national quantitative survey on campus racial climate created by the USC Race and Equity Center, specifically designed for undergraduate students at community colleges and 4-year institutions.

**Why is NACCC participation important?**

Every week, Inside Higher Ed, The Chronicle of Higher Education, Diverse Issues in Higher Education, and other news outlets report on racial incidents on campuses across the United States. The NACCC is so important because these issues are so pervasive. To effectively address them, institutional leaders must have better information and more guidance that is informed by data collected from their students.

Nine undergraduates attending colleges and universities across the country are members of our student advisory board. They explain why the NACCC is so important in this series of short YouTube videos.

**How is the NACCC unique among campus climate surveys?**

The NACCC focuses exclusively on campus racial climate, or the extent to which race matters on campus. The NACCC survey is based on a decade of our Center’s qualitative work and crafted by race, equity, and inclusion experts on the NACCC Advisory Panel who worked together to identify the most salient survey content areas and questions today in the field of campus racial climate.

In addition, an advisory panel comprised of a diverse group of nine undergraduate students from colleges and universities across the United States comprise the NACCC Student Advisory Panel. These students consult with NACCC staff on the ways in which undergraduate students engage with campus surveys generally, and provide review and input on the survey content of the campus racial climate survey specifically.
How long is the NACCC survey?

Given that respondent burden and general survey fatigue is always of concern, the focus on campus racial climate allows the NACCC to cover this topic in-depth, while maintaining the average survey length at approximately 15 minutes.

What is the basis for the NACCC?

The NACCC survey content is based on more than a decade of the Race and Equity Center’s qualitative climate studies at colleges and universities across the country. In addition, thirty college and university presidents and provosts, campus diversity and inclusion officers, race and equity content faculty and experts, postsecondary institution membership association directors, institutional researchers, and survey methodologists comprise the NACCC Advisory Panel. This group convenes and consults with NACCC staff on best practices for the content, methodology, and administration of the NACCC survey, as well as the best ways to engage colleges and universities with their NACCC results. Race, equity, and inclusion experts on the NACCC Advisory Panel worked together to identify the most salient survey content areas and questions today in the field of campus racial climate.

What topics are included in the NACCC?

The NACCC includes the following six content areas essential to understanding racial climate on campus, plus demographic information: mattering and affirmation, cross-racial engagement, encounters with racial stress, racial learning and literacy, appraisals of institutional commitment, and impact of external environments. Visit our “NACCC Content Areas” page for further detail on the topics covered within each content area.

Who sponsors the NACCC?

The NACCC was created and is sponsored by the USC Race and Equity Center in Los Angeles, California and has IRB approval from USC. Lumina Foundation generously funded the development and launch of the NACCC.
President/Chancellor participation is highly recommended and cohorts with President/Chancellor participation will be given priority. We also suggest that the following be included in your cohort - key decision-makers and those with budgets to execute strategic goals:

- Provost;
- Vice President for Academic Affairs/Dean of the Faculty;
- Vice President for Student Affairs/Dean of Students;
- Associate Vice President for Student Affairs;
- Chief Diversity Officer or Senior Diversity Practitioner;
- Director, Center for Teaching and Learning;
- Faculty Senate Chair;
- Chief Financial Officer/Vice President for Administration;
- Vice President for Admissions/Enrollment Management;
- Director of Athletics;
- Vice President for Human Resources;
- Director, Institutional Research.

Additional members of the 20-person cohort could include: Dean/Vice Deans/Associate Deans; Department Chairs; Faculty Union Leadership.

Who makes up the ideal team from a positional standpoint and from a capacity standpoint?

What is the ideal time commitment?

Pre-Institute
In-Person Cohort Meeting for:
- Introductions and Icebreakers
- Review Institute Syllabus
- Brainstorm Race Equity Project Ideas
2-hour module at the same day and time for 8 consecutive weeks

In-Session
1 In-Person Meeting in Week 4 to finalize Race Equity Project Topics
Weekly or bi-weekly Race Equity Project Team meetings starting in Week 4

Post-Institute
Monthly Race Equity Project Team Meetings for 3 months
1 In-Person Meeting 3 months after to:
- Present Race Equity Projects
- Provide/gather feedback
1 In-Person Meeting within 6 months after to:
- Communicate Race Equity Project progress
- Troubleshoot together if needed

Who is eligible to participate in the NACCC and how much does it cost?

The NACCC is open to any community college or 4-year institution in the United States. Enrollment in the fall cohort administration or spring cohort administration of the survey is $10,000 per campus. All undergraduate students at participating colleges and universities will be invited to complete the NACCC survey.

When is the NACCC administered on campuses?

Participating institutions can enroll in either a fall or a spring administration each year. The fall cohort includes a 4-6 week survey administration period any time within the months of October through December. The spring cohort includes a 4-6 week survey administration period any time within the months of February through May.

I’m a campus administrator. Tell me more about enrolling my campus in the NACCC.

Who is eligible to participate in the NACCC?

The NACCC is open to any community college or 4-year institution in the United States. All undergraduate students at participating colleges and universities will be invited to complete the NACCC survey.

How do I enroll my campus in the NACCC?

To enroll your campus in the NACCC, visit the “Cost, Enrollment, and Contacts” tab. Your campus will be enrolled upon our receipt of a signed NACCC Enrollment Agreement from your institution, the registration of your campus for the fall or spring cohort survey administration period, and payment from your institution of the $10,000 enrollment fee.

How much does it cost to enroll in the NACCC?

The enrollment fee for either the fall cohort administration or spring cohort administration of the NACCC is $10,000 per campus.
### When do I enroll my campus in the NACCC?

You can enroll at any time for either the fall administration cohort or spring administration cohort of the NACCC. To enroll your campus in the NACCC, visit the “Cost, Enrollment, and Contacts” tab.

### What’s included with my campus’ NACCC enrollment and $10,000?

NACCC enrollment includes a rigorously-constructed and methodologically-sound approximately 15-minute web-based survey for undergraduate students; a one-stop, user-friendly, campus survey web portal; and a Campus Racial Climate Data Dashboard showing your survey results in each content area, highlighting both strengths and areas for improvement.

### Why should my college or university participate in the NACCC?

Every week, Inside Higher Ed, The Chronicle of Higher Education, Diverse Issues in Higher Education, and other news outlets report on racial incidents on campuses across the United States. The NACCC is so important because these issues are so pervasive. To effectively address them, institutional leaders must have better information and more guidance that is informed by data collected from their students.

Nine undergraduates attending colleges and universities across the country are members of our student advisory board. They explain why the NACCC is so important in this series of short YouTube videos.

### But my campus isn’t experiencing any sort of crisis. Is participating in the NACCC still worthwhile?

Yes. Having NACCC data will allow institutional leaders to better understand and more strategically address racial problems on campus before they escalate to crises.

### When is the NACCC administered on campuses?

Participating institutions can enroll in either a fall or a spring cohort each year for an enrollment fee of $10,000 per campus. The fall cohort includes a 4-6 week survey administration period any time within the months of October through December. The spring cohort includes a 4-6 week survey administration period any time within the months of February through May.
How do students complete the NACCC survey?

During the data collection period, students at participating institutions will receive emails with a link to the NACCC. The NACCC is a web-based survey that can be completed on any computer or other mobile device. It will take approximately 15 minutes per student.

When should I expect my NACCC results?

For participating institutions that participate in the fall cohort, results will be returned in late spring of the next calendar year. For participating institutions that participate in the spring cohort, results will be returned in the fall of the same calendar year.

What can I do with my NACCC results?

Campuses can use NACCC data to frame important conversations about race, to guide strategic planning for racial equity, and to measure improvement from one participation year to the next. NACCC data can also be used in self-study accreditation reports.

Does the NACCC provide incentives to survey respondents?

No. Participating Institutions may incentivize their students to participate in accordance with their own regulations. Incentivizing survey respondents is helpful for gaining response.

Can we give the NACCC to graduate students or to faculty and staff?

Not at this time. We have spent time crafting questions specifically for and testing them with undergraduate students. We would like the survey to speak to undergraduate students specifically. We hope to create specialized surveys for other populations and their campus racial climate experiences in the future, as we know the need is real.

Can we add our own campus questions to the NACCC?

Not at this time. We will consider this option for future administrations of the survey.

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<th>Level of Impact</th>
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<td>Race-Conscious</td>
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<td>Assessment &amp;</td>
<td>Course (Re)Design for Inclusion and Diversity</td>
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<td>Evaluation</td>
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<tr>
<td>Teaching &amp;</td>
<td>Develop Mandatory Course on Local and Institutional Racial History</td>
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Examining Underrepresented Student Experiences in Fraternities and Sororities
Increasing Recruitment and Retention of Students of Color

Reinvigorating Diversity Curriculum
Increasing Retention of Faculty or Staff of Color
Increasing Racial Equity in Graduation Outcomes

RACE EQUITY PROJECTS:
Is there a separate version of the NACCC for community colleges?

No. The same questions will be asked of all survey participants at all participating community colleges and 4-year institutions. NACCC survey methodologists conducted one-on-one interviews with more than 50 undergraduate students attending community colleges and 4-year institutions across the United States. In these interviews, students completed the NACCC, thinking aloud as they progressed through the survey. Interviewers took note of questions asked by respondents as well as any comments and confusion they expressed. The NACCC survey content areas, clarity of the survey questions, terminology, and response options, as well as the overall usability of the survey, were tested for rigor and were found robust across institution type/size/region, etc. In addition, a diverse group of nine undergraduate students from different types of colleges and universities across the United States comprise the NACCC Student Advisory Panel. These students consult with NACCC staff on the ways in which undergraduate students engage with campus surveys generally, and provide review and input on the survey content of the NACCC specifically to increase the adaptability of the survey.

I’m a student. Tell me more about participating in the NACCC.

How do I participate in the NACCC?

If you are an undergraduate student at a campus that decides to participate in the NACCC, you will be receiving an invitation to complete the survey. If your school is not participating, you can share this NACCC information with your campus administration and have them reach out to us for more information.

Is the survey legit?

The NACCC has been created by the USC Race and Equity Center as a way to help campus administrators improve the racial climate and experiences of all undergraduate students on your campus. Data from the survey is only used for this purpose. Your college or university signs an agreement with the USC Race and Equity Center to participate and the NACCC keeps individual participant responses under strictest confidence.
Is the survey boring?

We have worked hard to make the NACCC survey questions interesting and important to undergraduate students. When we were designing the survey, we created an advisory panel comprised entirely of undergraduate students to help us craft questions that speak to students. Later, we tested the NACCC survey with over 50 individual undergraduate students across the country. All of these students have helped us to include the questions that matter most to students in the survey, and that allow undergraduates to provide their real experiences with the racial climate on their campus.

I am nervous about providing my true feelings about race on campus in the survey. Who sees my answers?

Your feelings are completely understandable. However, all of the information you provide will be kept confidential and your individual data will only be accessible to NACCC survey administrators who are under strict confidentiality requirements. For the sake of improving their campus climate, we want students to express their honest and true feelings about race on their campus. Your honesty is tremendously important in the overall results to helping your campus administrators understand the actual experiences of all students on campus.

Why should I take my time to complete yet another survey?

By completing this survey, you are an active participant in inspiring change on your campus. Your voice matters! As a student, you know your campus better than anyone. Without your input, important aspects of campus life may be unintentionally ignored. But with your answers, college and university leaders will receive valuable information that they can use to improve the racial climate on your campus and the experiences of all students.

Will I get paid or receive a gift card or other prize to take the NACCC survey if it is offered on my campus?

As a student who participates in the NACCC survey, your college or university may decide to offer you something to complete the NACCC. Another major reason to participate is to help make change on your campus. Your voice and experiences are unique and the results of the survey will be more complete with your participation.

I’m a graduate student. Can I participate in the NACCC?

Not at this time. We have spent time crafting questions specifically for and testing them with undergraduate students. We would like the survey to speak to where you are as a student. We hope to create a survey specifically for graduate students and their campus racial climate experiences in the future.
Can I communicate with a person about enrolling my campus in and paying for the NACCC?

Yes! You can contact Brandi Junious, Finance Coordinator for the USC Race and Equity Center, at Junious@usc.edu.

For other questions about the NACCC, contact us at naccc@usc.edu.