

**SUMMARY OF NEEDS  
BY  
TEAMS: NIMBUS, MORE BLACK FACULTY, 8, AWESOME, BLACK HOLES,  
AVOCADO, TELOMERE, REVOLUTION**

## **1 Equity in Staffing**

- Make the CfA fully representative of US population. Especially senior levels, esp. historically disadvantaged groups. (MBF)
- Demographic representation at all levels that matches US population (R)
- Management and administration reflect diversity and inclusive ideals of our community. (N)
- More diversity, especially at senior levels (T)
- Diversity (BH)
- Better representation in senior positions and all. (A)
- Better representation at all levels (Avo)
- Transparency in hiring and recruiting (8)
- Transparency (BH)

## **2 Accessibility**

- Accessibility and flexibility: facilities, actions (N)
- Handicap accessibility (8)
- Accessibility, physical barriers for those with disabilities. (T)
- Increase accessibility (A)
- Physical accessibility of CfA facilities (R)

## **3 Respectful Environment**

- Respectful environment (BH)
- True respect for different cultures and backgrounds in general. (T)
- Shift away from culture of competition toward culture of collaboration. (R)
- More community outreach, less ivory tower hierarchy (Avo)
- Less siloing, more communication across teams and levels (Avo)
- Mandatory faculty training on equity and injustice. (MBF)
- More uniform and supportive policies (A)
- Work-life balance, including costs to employees (N)