

Campus Climate Committee

Minutes

Wednesday November 14th @ 2:00 – 3:30p.m.

1. Call to order 2:01pm
2. Attendance/Quorum Shae Miller, Varenla Lorenzi, Pei_Fang Hung Kathryn Perkins, Angela Locks, Lexi (ASI representative) Mitra Baghdadi Noah Asher Golden
3. Guest were introduced:
Chris Fowler, Trace Camacho, Evelyn Klaus at meeting just taking notes
4. Approve Agenda: 11/08/23, M/S/A
5. DEIA Governance Structure initiative Trace Camacho
 - a. Introduction regarding Diversity, Equity, Inclusion, Accessibility (DEIA) the Beach. Chris is chairing with Trace.
 - b. Proposal that Chris and Evelyn started and over the time, it continues to change. Chris gets tease, as this is an evolving process representing where we are now.
 - c. Very early on, the group decided to call them collaborative.
This is still a proposal and shared by academic affairs. Seeking to focus, not from equity and inequality to justice.

The

goal is to have this collaborative is addressing this issue and that it is touch by DEIA.
 - e. LBGTQ+

h. Proposed DEIA Collaborative Structure shared with CCC (see graphic on slides shared). The goal is to financially support this vision, and to make sure that roadblocks are removed at the Steering Committee level.

i. How do we infuse this work with expertise, an equity values framework that can ensure we do not speak about others in dehumanizing ways? How can we make sure not to share mis- or harmful information? There is a need to respond to antisemitism and Islamophobia and interrupt dehumanizing language on our campus.

j. Question about power dynamics; people being appointed by AVPs: How are people becoming part of this group? Are they appointed by the President's Office? What is the power dynamic there, and what kinds of freedom do people have to speak truth to power? (Affinity groups not consulted around relevant policies and practices) There is a need for bidirectional accountability.

l. Rhetorical questions: There are appointment processes from multiple places, etc. There are appointment processes from multiple places, etc. There are appointment processes from multiple places, etc.

- p. AS Chair shares that AS has been communicating to the President's Office about CCC's work. The work was there, but CCC has not been involved in this work initially due to communication breakdown or other possible reasons.
- q. If there's a way to do that now, this is the goal for Chris Fowler moving forward.
- r. Our CCC request is that there is a break to think about what has been developed and perhaps consider using the existing structures based on shared governance to do this work. Our concerns are now potentially being folded into the collaborative. Maybe the collaborative is already here? Can this work be honored, recognized, or prioritized? We need people to know that we are here, and for questions to be directed to the appropriate affinity groups, CCC, etc.
- s. Response: Great conversation. The goal is not regurgitation. Regarding the structures that already exist: Chris and the Exec Team, the president are open to embracing those activities. The question the president going to ask: there is a demand for more and better. Respect for everything happening, but from the President's perspective there isn't an overarching thing connecting all of this great work.
- t. This is the issue: people don't know about the work happening, and the work that is happening isn't on these groups, it is on the administration. ~~Chris that~~ this is the problem that they want to try to solve.
- u. Chris: midpandemic, data gathering was halfway done, given the survey and timing, the survey was misrepresented when it was brought in. It would be helpful for members of the CCC committee ~~to~~ come in to Exec team's to make a case for why recommendations made then still need to happen. A lack of resources may preclude some recommendations, but there are things we can do...
- v. How does the President's Office use the report? The work happens in our Divisions, it happens with the VPs. Some recommendations were put in place. A lot of it was read, reviewed, and considered.
- w. Would it be possible to get a report of what was considered? The response is that Chris would love for us to come in to make a presentation.
- x. This is linked to faculty being burned out. People are tired of putting so much work into something that leads to no results. If someone burns out, the goal should be that no one burns out. Chris responds that the goal is not to burn people out and then move them to another thing. Cultural taxation is an issue according to members of the CCC.

- y. Question about the pandemic data and if it is relevant: a member of the CCC had a conversation about the fact that, if anything, the data is likely to have gotten worse given that we are looking at the ways people are structurally marginalized and not individually marginalized. CCC has suggested that things are likely worse

6. Announcements

*AS RTP Hearing tomorrow, please encourage others to attend.

7. Approve Minutes: 10/11/23, M/S/A

8. Adjournment: 3:30pm