

Campus Climate Change Team Meeting Summary
January 30, 2018
RDC 335
1:00pm-2:30pm

Present:

Terresa Hardaway, School of Fine Arts Unit Change Team
Stacy Crawford, School of Fine Arts Unit Change Team
Liz Wright, College of Liberal Arts Unit Change Team
Sean Bedard-Parker, CEHSP Unit Change Team (SJAC)
Tim Walters, Disabilities Commission
Jeremy Leiferman, GLBTQI Commission
Jessi Eaton, Commission for Women
Katie Stainbrook, Commission on Equity, Race & Ethnicity
Chris Stevens, Finance and Operations Unit Change Team
Cheryl Anderson, Finance and Operations Unit Change Team
James Rock, SCSE Unit Change Team
Amanda Perrin, Housing & Resident Life Unit Change Team
Jill Anderson, Academic Affairs Support Unit Change Team
LeeAnn Myers, Chancellor's Unit Change Team
Daniel Hsai, Lebovitz School of Business and Economics Unit Change Team
Mollie Nelson, Student Life Unit Change Team
Ashley Overman, Student Life Unit Change Team
Paula Pedersen, Campus Climate Co-Chair
Susana Pelayo-Woodward, Campus Climate Co-Chair

Standing Agenda Items:

1. Welcome and Introductions
2. Approve Notes from December 19, 2017
3. Report from CCLT

Susana reported from the Campus Climate Leadership Team (CCLT), which met the week prior. In that meeting, EVCAA Delgado shared results of the “refresh” of Goal 2 of UMD’s strategic plan. As part of that process, listening sessions were held across campus. A strong result was that Issues of equity and diversity continue to be an important goal for the campus. There is some proposed change in some language and the sub-group is working on metrics for outcome measurement. Dr. Delgado was scheduled to address CCT at this January 30 meeting (see agenda item below).

Chancellor Black sent a message to all directors and deans with a March 1, 2018 deadline to submit proposed actions toward Goal 2. CCLT decided best to wait until after March 1 to discuss broader action steps in order to see what comes in across campus..

Chancellor Black reported on his attendance at the NCAA conference where a new policy on Transgender students in intercollegiate athletics was discussed.

Submitted Agenda Items

1. EVCAA Delgado Proposed initiatives for the refreshed strategic plan and the revised goal 2 and associated metrics to track goal 2 progress. Revised - **Goal 2: Advance equity, diversity, inclusiveness, and social justice within the campus community.** [Dr. Delgado was not able to attend - this item will be re-scheduled]
2. Unit Change Team (submitted items)
 - a. Social Justice Action Committee (SJAC) (College of Education and Human Service Profession Unit Change Team) - Sean Bedard-Parker, Unit Change Team Collaboration *Campus Climate Call to Action Day*
SJAC has been discussing ways to collaborate more broadly across Unit Change Teams and the campus in general. One of their ideas was to begin in the fall with the Chancellor's Welcome, including a presence of Unit Change Team representatives - and then to conclude in the spring with the Summit style roll out of accomplishments. They would like to see a unification of those themes/events.

Susana offered the creation of a google document for CCT members to share ideas and a sub-committee to further flesh out these ideas was created. Participants include: Sean Bedard-Parker, Stacy Crawford and Paula Pedersen.

Discussion and Follow up:

1. Review our design our alliance as a Team (agreements on how we will be together) DRAFT Agreements for CCT (review for next meeting for continued conversation) - Agreements discussed include:
 - Introductions/Go round each time (include these agreements)
 - Onboard to current agenda
 - Being present, engaged and prepared
 - Make room for discussion and be able to pause if something comes up
 - Being honest with ourselves and each other (support/challenge)
 - Model transparency and integrity
 - Communication and collaboration...how to join "forces"
 - Being receptive to feedback – constructive and respectful (different definitions) "leaning in, understand perspectives and ... human dignity)
 - Bring out the best in each other – affirming
 - Assume best intentions and open to impact that is less than (in person or in group)
 - Ask curious questions (ideas, information seeking, work through difficult conversations)
 - Take care of ourselves and be patient and humble "Working on a ship we may never sail on"

Unit Change Team Updates:

CLA Change Team:

February 24, 2018 Film: Secrets of Being Black Duluth edition (film and discussion)

March 20, 2018 - #MeToo Women's speak out 12-1:00, Kirby Garage

50th Anniversary of the MLK Assassination Mountaintop speech

LSBE Change Team:

Educate students on what is proper and what is not (college wide or school)

Academic Affairs Change Team

Staff sent surveys - what barriers prevented you from reporting?

Feb 15, 9-10:00 and 3-4:00 Griggs

-Chancellor unit has had similar questions

-Susana Pelayo-Woodward suggested Dr. Lisa Erwin (Title IX coordinator) will be a good resource.

Feb 21, 2018 - Summit Equity Race and Ethnicity

Le Mun Wah Keynote Speaker

Events:

UMD Summit on Equity Race and Ethnicity

Creating Inclusive Communities

Keynote Speaker: Lee Mun Wah

February 21, 2017, UMD Ballroom

NAACP Freedom Dinner

February 23, 2017

Clyde Iron

5:30 pm - 9:00 pm

5-6:00 exhibit for bidding

6:00 dinner starts