

## **Campus Climate Change Team**

**Agenda: January 28, 2016 – 11:30 in RDC 311**

1. Welcome and Introductions
2. Approve notes from December 1, 2015 meeting
3. Reminder of our Designed Alliance

### **Informational:**

1. Campus Climate Leadership Team Update
2. Update on Campus Climate Survey
3. **UCT Updates (submitted agenda items)**
4. Cascading Messaging (Agree on the bullet points to send to your Unit Change Teams)

### **Discussion and follow up items:**

1. The U.S. Department of Education issued a "Dear Colleague Letter" in late December related to discrimination and harassment based on race, religion, or national origin.
2. Intern for Campus Climate
3. Retention analysis data
4. Goal 2 systemic/structural action items for CCLT

### **Members in Attendance:**

Susana Pelayo-Woodward and Paula Pedersen (co-chairs)  
Jim Allen (School of Medicine Unit Change Team)  
Ona Egbue (Swenson College of Science and Engineering Unit Change Team)  
Kathy Heltzer (Gay Lesbian Bisexual Transgender Queer Ally Intersex Commission)  
Stacy Crawford (School of Fine Arts Unit Change Team)  
Hilary Ramsey (Academic Affairs Unit Change Team)  
Liz Wright and Deborah Petersen-Perlman (College of Liberal Arts Unit Change Team)  
Julie Kim (Commission on Equity Race and Ethnicity)  
Ben Endres (Student Life Change Team)  
Wendy Larrivy (Chancellor's Unit Change Team)  
Gina Pudlick (Commission on Disabilities)

### **Notes:**

The Campus Climate Change Team (CCT) met on January 28, 2016. The notes from the December 2015 meeting were agreed upon and posted to the CCT website. Unit Change Team representatives were introduced and onboarded regarding the group's Designed Alliance (process agreements) and allowed the first few minutes of the meeting to share and discuss current climate related issues or concerns.

CCT Co-chairs gave an update on the Campus Climate Leadership Team as well as the Campus Climate Survey. The Survey working group will be meeting via conference call

with Sue Rankin monthly until the survey results are completed (projected for May, 2016.) Suggestions were made around messaging to the campus throughout this process. We will continue this conversation and submit recommendations to the Campus Climate Leadership Team (CCLT) and Campus Climate Working group.

CCT discussed the "Dear Colleague Letter" sent by The U.S. Department of Education issued in late December related to discrimination and harassment based on race, religion, or national origin. Susana ad Paula will create a googledoc spreadsheet where members of CCT can report on activities in each recommended category. A resulting gap analysis will be shared with the CCLT.

A preliminary report of the Faculty/Staff of Color Retention Analysis data (from Andrea Schokker and Mary Keenan) was shared. The group agreed to invite Dr. Schokker to the next CCT meeting for conversation.