

**UMD**  
**Campus Change Team Meeting**  
**1:30 pm/KSC 268 December 9, 2016**  
**Agenda/Meeting Notes**

**Agenda**

1. Welcome
2. Campaign Update
3. Campus Climate Website Update
4. Campus Climate Ideas Sessions Update
5. CCT Unit change team update
6. Campus Climate Grants
7. CCLT Update
8. Other

**Members in Attendance:**

Susana Pelayo-Woodward (co-chair)

Ona Egbue (co-chair, Swenson College of Science and Engineering Unit Change Team)

Kathy Neff (School of Fine Arts Unit Change Team)

Tim LeGarde (Finance and Operations Unit Change Team)

Daniel Hsaio (LSBE Unit Change Team)

Liz Wright (College of Liberal Arts Unit Change Team)

Joie Acheson Lee (Commission on Equity Race and Ethnicity)

Ben Endres (Student Life Change Team)

LeeAnn Myers (Commission on Disabilities)

Jill Anderson (Academic Affairs Unit Change Team)

Erin Zoellick (Student Life Unit Change Team)

**Meeting Notes**

**Campaign Update:** Lynn Williams, Communications Director, was at the last meeting to discuss how her office would like to work with CCT on an interactive campaign designed around the values at UMD (including civility). Need to create a sub-committee. Can be someone from unit change team. Lynn's staff is available to help. Provide name of interested people.

**Meeting Information Availability:** Bullet points on cascading messages will be emailed to CCT members right after meeting. This will allow members to share information with unit change members rather than waiting a whole month to get the meeting notes.

**Campus Climate Website Update:** New and improved campus climate website is being developed. People can provide comments on climate issues on new website. CCT members can provide feedback on other needed changes to website. Website will highlight ongoing activities and unit change teams. Website will be launched next semester.

Sexual assault website is easier to find (this is a separate website from CCT website). Link will be available on CCT website

**Campus Climate Ideas Sessions Update:** Six idea sessions so far. A post-doctoral fellow has been contracted to analyze the data. Results of the analysis showing themes from the idea session will be available in January and will be presented to the rest of the campus next semester. Report to leadership team to generate top three ideas in January. Report to campus with the ideas by February

### **CCT Unit change team update**

Commission on Disabilities: Currently in restructuring phase. Looking for new members. 10-15 people have indicated interest. Trying to get as many units as possible involved. Focusing on physical accessibility issues on campus. Next, will also focus on advocacy and mental health.

CLA: Events include Hands Up on Election Day with the police chief, mayor, and other elected officials; Panel on Inclusive Game development.

LSBE: Had civility training. Collected feedback during LSBE retreat on climate issues. Similar to issues identified on campus level. Will address in next semester. Cultural awareness event next semester

Academic Affairs: Many new members on change team. Initial idea was to do module on civility. Upkeep of module is expensive so back to drawing board. Plan to get feedback from staff. Safe space training for staff. Want to have a campaign that can be sustained and built on over the next few years.

SCSE: Focus climate survey. Developed 3 to 5 year goals including increasing retention of diverse faculty, staff and students and creating a supportive climate. Dean proposed new mentorship program. Event. SCSE women luncheon.

SFA: Dean wanted the team to reflect on results of campus climate survey. How to make students feel safe. Departments have had discussion with students after the election because students felt stifled and did not feel like they could express their opinions. Departments talked with student about how to address this. Last meeting was on next steps and actionable pieces. How to integrate how students can express themselves into the classroom.

Commission on Race, Equity and Diversity: Had an open house to introduce new name. Organized a series of film sessions. Getting ready for multicultural summit in February 22, 2017. Topic will be white privilege. Keynote speaker-author of book “Waking up White” Debby Irving. CCT units are encourage to participate or present at the summit.

Student Life: Survey of students on what is keeping them from reporting sexual assault. SLCT will create a resource page for grants available for diversity projects. Exploring how to recruit and retain student employees of color. Looking to address bias in hiring.

**Next steps:** Discuss with your team-what is the charge for the unit change team? Look at goal 2.

**Campus Climate Grants:** Only one received so far. Up to \$2,000 can be requested.