Campus Climate Committee
Agenda
Wednesday Mat 11, 2022 @ 2:00 – 3:30p.m.
ZOOM

1. Call to order: Theresa Gregor at 2:05pm, No Quorum; Discussion Only

2. Attendance/Introductions/Quorum: Keith Freeseman, Brooke Winder, Lily House-Peters, Varkena Lorenzi, Larisa Hamada, Christina Hall, Theresa Gregor, Neil Hultgren

3. Approve Agenda:

4. Approve Minutes: 3/9/2022

5. Old Business:

   a. [Faculty Diversity Recruiting Toolkit](https://docs.google.com/document/d/13LJn6rVeNulCyvgw085VcO0ZC3jly7Trln9hSqSY80U/edit?usp=sharing): Use Google Doc for Feedback: https://docs.google.com/document/d/13LJn6rVeNulCyvgw085VcO0ZC3jly7Trln9hSqSY80U/edit?usp=sharing

6. New Business:

   a. End of semester reports or reflections

7. Adjournment

NO Quorum Discussion Only:

- Nominating Committee from Academic Senate (Full Senate will vote on slate)
    - Faculty Preference Survey (used to guide nominating committee who they will recruit)
    - Update roster/who is terming out and add to my final report.
- End of Semester Reports/Reflections
    - Waiting on the HERI Report—kept that work of the CCC in a holding pattern
    - Thanking Larisa's office in OED for presentation and educational tutorials…
        - Her office receiving lots more gender identity issues/complaints—need more information about these protocols
        - Question/story shared related to gender pronouns and email while working with donors for the university—where a faculty member was asked to take down their pronouns or who the person would need to speak to about changing the policy? How can we educate people on our web resources? –

Loren Williams (Strategic Communication)—and Larisa is always a resource.

o Story shared about low morality from staff about coming back from pandemic—felt like there was not a focus on staff wellbeing—and not as much emphasis on staff.

o From Academic Senate that relate to Climate: Hiring Guidelines (Recruitment Tool)—drafted a diversity policy to RTP, etc. There was also a policy to eliminate punitive language with academic "probation," etc. There was also a policy for the hiring and review of administrators to bring in more training with EDI for the committees.

o Inclusivity Across All Media (IAAM) Committee: looking for ways that existing and incoming students are being included in film and television industry: ethics, whose telling whose story, what does representation mean, how are we depicting multiculturalism and ability levels, etc.—seeking to empower students with tools. In 2025—the Academy will also be including a similar tool in their requirements for guidance. The IAMM committee is also looking at syllabi and the films that instructors just "teach from" because they have a visual effect that is familiar—reviewing the films that might be problematic. Also held an Anti-Bias training (in August, upcoming)-from College of the Arts, FEA Dep

o Be sure to include phone dial in for Zoom meetings for those that do not have strong Wi-Fi connections.

o AIS Program and work to address inequities is beginning to shift: second year in a row with a tenure-track hire, NAGPRA work is meeting regulatory compliance issues and gaining larger lab space, and there is broader university support to share concepts from LC: The Work After the Land Acknowledgment with other colleges; as well as support from Beach 2030 initiatives to "Center Puvungna and AIS Presence at CSULB" through strategic funding of projects with faculty, students, and community

o CFA report on pay increases and payout; CFA is fighting for Parental Leave Policy (being reviewed and revised); and also for Policing and Better Policing (especially regarding the mayoral debate at CSULA: https://laist.com/news/politics/black-lives-matter-la-leader-melina-abdullah-forcibly-removed-from-mayoral-debate

- Resolution from AS of CSULA that addressed situation with Professor Abdullah and said they do not have confident in president of CSULA. Our president is also looking at this.
- Larisa has had conversations with Fernando and Patience Obrien—we do not want to have this on our campus at CSULB. They pulled records and determined the need for an after hours reporting person.