

Campus Climate Committee

Minutes

Wednesday 9.13.23 @ 2:00

1. Call to order 2:04pm
2. Attendance/Quorum: Shae Miller, Jeannette Acevedo Rivera, Varenka Lorenzi, Kathryn J. Perkins (Ex-officio), Mitra Bagdadhi (Center for Committee Engagement), Pei-Feng Hung (AS), Lexi Thicksten (ASI representative), Keith Freesmann, Claire Garrido-Ortega
3. Approve Agenda: M/S/A
4. Approve Minutes from 5/10/2023. M/S/A
5. New Business:
 - a. Introductions: all members introduce themselves and share their role(s)
 - b. Voting New Officers:
 - c. Shae describes the responsibilities of each of the three leadership roles (Co-chairs and Secretary). Co-chairs set the agenda, collaborate with Pei-Feng and AS, write the year-end report with support of the committee. Secretary takes notes, revises them when needed.
 - d. We discuss possibilities and nominations. Noah self-nominates for secretary for the fall semester and Jeanette self-nominates to serve as secretary for the spring, and both are voted in unanimously. Shae was nominated and is voted in unanimously to serve as Co-chair.
 - e. Shae will send out for an e-vote for the role of the second Co-chair.
6. Establish 2023-24 Goals (In discussion CCC 2022-23 AY Report and Recommendations)
 - a. The charge from last spring has been sent to AS but has yet to be discussed, sent over to the AS office, and then voted on in the Senate. This gives us time to reevaluate the charge.
 - b. We discuss an overview of how all committees relate to the work of the university and Academic Senate. Pei-Feng describes the process of consultations and input into approval processes.
 - c. We discuss the process last year when we had subcommittees, and if the committee desires, we can have people sign up to work on particular issues.

- d. Pei-Feng shares that the Office of Equity and Diversity has become the Office of Equity and Compliance. The focus now is on state law; diversity has been moved out of that office. Diversity is seen as too big for that office to manage. Larissa Hamada is now the AVP for Equity and Compliance.
- e. The president might share about her vision of DEI, and wants all of the divisions to take on all of this work. DEIA (including accessibility) is the new structure, and Chris Fowler, Chief of Staff is leading this work with Evelyn Kraus. We might invite the leaders of different groups to ask about the ways they will support this shift and diversity work. We do not yet know what this will look like. We are waiting to learn more. Some of us on this committee, and others on AS are concerned about the lack of funding and support for this work, as many positions are contingent/temporary.
- f. The request made by our committee last year to hire a Chief Diversity Officer was not agreed to by the president; instead, the plan seems to be to have this work spread over multiple offices/areas.
- g. A Director of Tribal Relations has been hired, and will serve as a liaison to Puvunga. There is new legislation and updates and the policies will be revised to reflect this current legislation related to Puvunga. This will move from AS to the president's office.
- h. There are many concerns regarding shared governance on our campus. Some of these decisions have not included consultation with various committees; important information has not been shared and there has been a lack of transparency. The process is the concerning part. This is the reason why some Affinity groups have chosen to become a subcommittee (or are exploring this possibility).
- i. Decisions are often made by the president, but we want clarity on what shared governance means and the role we play in the process. In the case of the commencement location, the decision was made before AS could comment. This is leading to conflicts with Cultural Graduation ceremonies on the Sunday of the Thursday-Sunday commencement period at Angel Stadium.
- j. We discuss the differences between Affinity groups and Commissions and other entities that are part of shared governance. For president's commissions, the president has the power to shape those commissions. AS committees are more faculty-led processes. Subcommittees can make recommendations while Affinity Groups cannot do so.
- k. We will discuss our committee's role in speaking to the challenges of shared governance processes not being followed. The role of faculty morale (including faculty-on-faculty bullying) are issues we may take up this year.
- l. Shae will send a list of notes regarding the themes of our conversation at this meeting, and our theme for the year will be compassion (which was the topic of our president's speech last May). We can use this theme to frame our end-of-year report.

7. Adjournment: 3:28pm