

Campus Climate Committee

Minutes

Wednesday November 8th @ 2:00 – 3:30p.m.

1. Call to order: 2:01pm
2. Attendance/Quorum: Shae Miller, Varenla Lorenzi, Pei_Fang Hung Kathryn Perkins, Angela Locks, Lexi (ASI representative), Mitra Baghdabi, Noah Asher Golden
3. Guest were introduced:
Chris Fowler, Trace Camacho, Evelyn Klaus at meeting just taking notes
4. Approve Agenda: 11/08/23, M/S/A
5. DEIA Governance Structure initiative: Trace Camacho
 - a. Introduction regarding Diversity, Equity, Inclusion, Accessibility (DEIA) at the Beach. Chris is chairing with Trace.
 - b. Proposal that Chris and Evelyn started and over the time, it continues to change. Chris gets tease, as this is an evolving process. Presenting where we are now.
 - c. Very early on, the group decided to call them a collaborative. This is still a proposal and shared by academic affairs. Seeking to focus, not from equity and inequality to justice.
 - d. The group is looking to use what we have and become a model for others. The goal is to have this collaborative is addressing this issue and that it is touch by DEIA.
 - e. LBGTQ+ Committee has come up with some recommendations and the goal is to leverage what others have done.
 - f. Great approaches are happening, they are great, but people do not know. The collaborative not about doing the DEI work, but connecting people who are doing the work and enacting the programs. The goal is to highlight great work, and elevate it to other places on campus.
 - g. Opportunity for Equity Framework and DEIA unified approach on campus, from a campus, systemic level for those spaces where this is not happening.

- h. Proposed DEIA Collaborative Structure shared with CCC (see graphic on slides shared). The goal is to financially support this vision, and to make sure that roadblocks are removed at the Steering Committee level.
- i. How do we infuse this work with expertise, an equity-values framework that can ensure we do not speak about others in dehumanizing ways? How can we make sure not to share mis- or harmful information? There is a need to respond to antisemitism and Islamophobia and interrupt dehumanizing language on our campus.
- j. Question about power dynamics; people being appointed by AVPs: How are people becoming part of this group? Are they appointed by the President's Office? What is the power dynamic there, and what kinds of freedom do people have to speak truth to power? (Affinity groups not consulted around relevant policies and practices.) There is a need for bi-directional accountability (i.e., being responded to with our reports). What is the President's Office doing with the reports we have previously done?
- k. How does this relate to shared governance? How does a top-down appointment shape this?
- l. Responses to questions: There are appointments from the Divisions. No one reports to the President's Office. The president wants this to happen, but there is a desire for it not to be seen as the president's project. There will be appointments from multiple places (ASI, etc.) If there is a process other than appointments, there will likely not be pushback, but appointments from across the campus is the current approach. If there's a way to do it in a way not connected to the administration, they are open to hear it. There is talk of having College representation and not just as an AS committee.
- m. A concern of CCC members: given the charge of the CCC and that our role is to have nominated representatives who are faculty, staff, students, etc., QTFSAs and other Affinity Groups have strong relationships with marginalized groups on campus...there is a desire to have this work informed by the grassroots. What is the difference between these collaboratives and the proposed DEIA Collaborative Structure? There are concerns given the fact that these collaboratives have existed and these opportunities have not been taken.
- n. Response: this a great question for the collaborative. Where can there be overlap, how can the work of CCC considered the governance structure for DEIA on this campus.
- o. It is a question about being promoted as opposed to usurped.

- p. AS Chair shares that AS has been communicating to the President's Office about CCC's work. The work was there, but CCC has not been involved in this work initially due to communication breakdown or other possible reasons.
- q. If there's a way to do that now, this is the goal for Chris Fowler moving forward.
- r. Our CCC request is that there is a break to think about what has been developed and perhaps consider using the existing structures based on shared governance to do this work. Our concerns are now potentially being folded into the collaborative. Maybe the collaborative is already here? Can this work be honored, recognized, or prioritized? We need people to know that we are here, and for questions to be directed to the appropriate affinity groups, CCC, etc.
- s. Response: Great conversation. The goal is not regurgitation. Regarding the structures that already exist: Chris and the Exec Team, the president are open to embracing those activities. The question the president going to ask: there is a demand for more and better. Respect for everything happening, but from the President's perspective there isn't an overarching thing connecting all of this great work.
- t. This is the issue: people don't know about the work happening, and the work that is happening isn't on these groups, it is on the administration. Chris shares that this is the problem that they want to try to solve.
- u. Chris: mid-pandemic, data gathering was halfway done, given the survey and timing, the survey was misrepresented when it was brought in. It would be helpful for members of the CCC committee to come in to Exec team's to make a case for why recommendations made then still need to happen. A lack of resources may preclude some recommendations, but there are things we can do...
- v. How does the President's Office use the report? The work happens in our Divisions, it happens with the VPs. Some recommendations were put in place. A lot of it was read, reviewed, and considered.
- w. Would it be possible to get a report of what was considered? The response is that Chris would love for us to come in to make a presentation.
- x. This is linked to faculty being burned out. People are tired of putting so much work into something that leads to no results. If someone burns out, the goal should be that no one burns out. Chris responds that the goal is not to burn people out and then move them to another thing. Cultural taxation is an issue according to members of the CCC.

- y. Question about the pandemic data and if it is relevant: a member of the CCC had a conversation about the fact that, if anything, the data is likely to have gotten worse given that we are looking at the ways people are structurally marginalized and not individually marginalized. CCC has suggested that things are likely worse than what we saw reported in the data regarding discrimination, racism, taxation. This conversation did happen and we received a response that the data would be valued. Given that the work was done by people who are consistently de-legitimized in their scholarship, the response that the data are out of date, or there were too many recommendations, or that burnout or cultural taxation aren't taken seriously. Chris responds that he hears this. He is doing something that the Exec Team has asked him to do. Again, we are welcome to come to Exec Team. We agree that it would be great to speak with the Exec Team. Chris is happy to work with us to frame our questions around "what have you done? What have you learned" from the CCC report and data.
- z. This is a dialogue, a conversation...we do not want Chris, Trace, or Evelyn to leave feeling hurt, and we want to appreciate everyone's honesty. We talk about transparency and shared governance, and the fact that we are here shows that this is an issue. Staff need to be central in our DEIA work, and we need to find ways to fix issues with shared governance and transparency. How can CCC be involved in this? How can others hear about this work, as it can't just be behind closed doors.
- aa. Trace: The goal is a long-term Equity Plan. The VPs can operationalize the plans in each division, and the goal is to spread the work across all divisions. Timeline and Asset-mapping approaches are shared.
- bb. There is a QR code for a feedback form. Any group that wants a presentation can request a presentation from Evelyn Klaus. Trace shares that the CCC and the DEIA Collaborative are not mutually exclusive; there are ways they can work in concert. Chris shares that there is a lot of thinking that the Exec Team will have to do around this. He says we need to be more integrated with the Exec Team. There is no intent to downplay the work of CCC.
- cc. Question: How does this relate to Beach 2030? Are there interdisciplinary proposals that might encourage two Colleges to work together? What if CED or CLA can support or foster a proposal with COE or COB? Might this be a better use of the funds we have? Can there be interdisciplinary work between Colleges to get better results with DEIA proposals?
- dd. Chris shares that this work is not under Beach 2030, but that he loves this idea.

6. Announcements

*AS RTP Hearing tomorrow, please encourage others to attend.

7. Approve Minutes: 10/11/23, M/S/A

8. Adjournment: 3:30pm