

Academic Senate of California State University, Long Beach
CSULB
Campus Climate Committee
2019-2020 Annual Report

Prepared by: Mimi Kim

Date: May 2020

Membership: Rhiannon Aarons (School of Art); Adriana Andrade Rodriguez (AS, representative); Hayli Antoniewicz (AS, representative); Isabel Banuelos (ITS); Steve Boyer (Design, stepped down due to scheduling conflict January 2020); Michael Do (AS, representative); Theresa Gregor (American Indian Studies); Mimi Kim (Social Work); Shae Miller (CLBTIQ+CC Liaison); Jessica Pandya (Academic Senate Chair); Vinny Savastano (49er Shops); Heather Steele (University Library, Special Collections); Nancy Torres (Staff Human Resources); Luke Wagner (Sociology); Kellie Walters (Kinesiology, replaced Steve Boyer, April 2020)

Ex-Officio Membership: Claire Garrido (CFA Liaison); Keith Freeseemann (University Ombuds); Larisa Hamada (Director, Equity and Diversity); James Saucedo (Director, Office of Multicultural Affairs)

Officers: Mimi Kim, Chair; Rhiannon Aarons, Vice-Chair; Theresa Gregor, Secretary

Summary: The CCC was an active committee during the 2019/2020 academic year with nearly full attendance by members or a representative sent by members at each meeting. During the academic year, the CCC voted to extend the meeting from 2:00 – 3:15 to 2:00 – 3:30 in order to have more time for necessary discussions and decision-making. The outbreak of covid-19 Spring 2020 resulted in the continuation of meetings via zoom and the integration of covid-19 and safety concerns into the agenda of the CCC.

Actions taken by the Committee:

1) Campus Needs Assessment – HERI

In 2019/2020, the CCC was able to enjoy transition from years of advocacy for a campus climate survey to the adoption and dissemination of the HERI for CSULB students, staff and faculty in Spring 2020. Dr. Angela Locks, Executive Director for Diversity, Equity, and Inclusion for Academic Affairs, regularly joined CCC meetings in order to give updates regarding all stages of HERI development, adoption, IRB approval, incentives, dissemination and publicity. The CCC worked together with Dr. Locks to provide CCC input and collaboration in alignment with the charge of the CCC.

2) Campus response to shelter-in-place and active shooter policies

The shelter-in-place incident of October 2019 alerted the campus to the dangers of gun violence on the CSULB campus. The incident also raised a number of issues regarding CSULB safety

policies, individuals and institutions responsible for safety, dissemination of these policies, safeguards within and outside of physical structures, communication during and after such activities, and ongoing trainings. The CCC conducted campus-wide research to determine the status of these various categories of CSULB response – meeting with Deborah Hamm from CFA; Juliet Hidalgo, Senior communications Strategist, Academic Affairs, Office of the Provost; Chief of Police Solorzano; and Associate Vice President Cook. A Campus Climate Committee Shelter-in-Place Recommendations Report, May 6, 2020 includes background, findings and recommendations to the CSULB and the CCC and was shared with the Academic Senate, CSULB College Deans, Chief of Police Solarzano, Vice President Cook, Provost Jersky and President Conoley in an email on May 13, 2020.

3) Other Concerns:

a) April 2020, the CCC invited Dr. Jake Wilson from Sociology to share his research on Amazon and implications for university affiliations with Amazon including the sole option of Amazon gift cards as a faculty incentive for the HERI. While no action was taken, the information will be considered for future action.

b) Updates on the passage and implementation of the Gender-Inclusive Language Resolution was shared with the CCC.

c) The outbreak of covid-19 and CSULB and society-wide responses throughout Spring 2020 led to dramatic changes in the conditions facing everyone in the CSULB community. While the CCC did not take any specific actions, covid-19 related responses and resources were integrated into the CCC agenda.

Recommendations of the CCC:

1) Create a CCC Subcommittee on Safety to follow up with the findings regarding shelter-in-place and active shooter policies and practices. Distributed publicly on May 13, 2020.

2) Continue analysis of HERI and dissemination of HERI findings in alignment with the charge of the CCC.

Action Items for 2020-21:

1) Establish CCC Subcommittee on Safety (unanimous vote in favor, May 2020)

2) Participate in a fall training on Intergroup Dialogue in order to strengthen CCC capacity for analysis and dissemination of HERI results and to inform future activities (unanimous vote in favor, May 2020)

Other Possible Items for 2020-21:

1) Continue exploration of CSULB relationship with Amazon

2) Continue updates on Gender-Inclusive Language Resolution

3) While covid-19 did not become a specific action item as of the writing of this report, the CCC can anticipate that responses to covid-19 will be an important consideration in 2020-21