

# Campus Climate Committee

## *Minutes*

Wednesday, March 11, 2020 2:00 – 3:30p.m.

AS -125 Conference Room

**1. Call to order:** Chairperson Mimi Kim @ 2:10pm

**2. Introductions (Folks in Attendance):** Mimi Kim, Jessica Pandya, Christian Lozano, Luke Wagner, Theresa Gregor, Hayli Antoniewicz, Shae Miller, Vinny Savastano, Keith Freeseemann, Nancy Torres, Larissa Hamada, Mike Do; Via Zoom: Angela Locks

**3. Review of information gathering 2019-2020:** Brief overview by Mimi about last meetings results and issues raised after.

- Deborah Hamm from CFA & Safety
- Juliet Hildago, Senior Communications Strategist, Academic Affairs, Office of the Provost
- Dr. Angela Locks and the HERI: Joined us via Skype
- Chief of Police Solarzano and Associate Vice President Cook

**4. Additional concern raised due to HERI incentives:** Mimi introduced the issue raised by CLA faculty member regarding the work conditions and economic impact of Amazon. Mimi asked if we could have more than one option for incentives besides Amazon.

- Use of Amazon gift cards & CSU support for Amazon:
  - From Angela Locks: Because the HERI survey is subsidized by the NIH Build grant program and it only offers the Amazon card which is where the constraints came from.
    - One suggestion was to have faculty donate their gift cards, but there was not an option to do this.
    - \*From Angela Locks is going to put forth a recommendation that the faculty survey team reach out to their colleagues for the national build and request that faculty be given another incentive option. There will be three years for them to problem solve and develop another option.
  - Mimi asked if Jake should come to the April/May meeting to share more information about this topic.
  - Discussion: staff funding for faculty was from a different source from the NIH Build Grant and other sources of funding (internal) were used for staff/student incentives.
  - Shae shared that Jake is interested in coming to talk with us.
  - Luke also raised the larger concern that Jake expressed regarding the presence and relationship with Amazon on campus.

- Mimi called for a vote for Jake to come to a meeting and share his research: Motion made by Luke Wagner that we invite Jake, second by Shae; no opposition. Mimi will invite Jake.
- Gender Inclusive Language Resolution (Shae): Danny Paskin and Jessica Pandya, and Josh with Shae have been working on this language inclusion with AS to have moving forward that all new policies would have gender inclusive language (all new policies and all open for updates). The Resolution draft is finished and Shae asked if the CCC would support the Resolution. Jessica explained that the goal is to get as many campus affiliations to sign it before the March 25.
  - Mimi asked who is voting? Jessica explained that the AS will vote on the Resolution and different bodies can put their names on it in support of the Resolution. Jessica and Shae are asking that CCC endorse and share the Resolution with other units on campus. Shae also asked that we forward the names of groups to Shae or Jessica and they will contact the group. Mimi asked for a formal request and then she will forward contacts.
  - Motion made by Theresa Gregor to endorse the Gender Inclusive Language Resolution, second by Luke Wagner, vote was called and motion passed unanimously without opposition.

## 5. Workplan

- HERI (update by Dr. Angela Locks)—asked to schedule a Discussion Board Forum with CCC for follow up and ongoing conversation
- 43% Faculty, Staff 46-48%, Build Faculty 24%, non-BUILD 12%; 6% student; for every group except the students we have exceeded the national expectation rate for survey response. There will be outreach post cards to remind faculty, staff, and students to complete the response. Survey are due to close for faculty/staff on April 30 and for students on May 30. The division of student affairs has many surveys, but they will start actively promoting the HERI in a week or so.
- Mimi asked how we can get students to take the survey. **Discussion followed:**
  - Students are over-surveyed, which is why there might be a low turnout. Division of Student Affairs is being adaptive and flexible to promote the survey to get students to complete it, but they are also trying to think how they will address a lower response rate. Angela thinks if we can get the student response rate to 10%, then it will at least be the national norm. It might also be useful to ask Division of Student Affairs to ask what other

survey information about students that the CCC can access to understand and define the student experience.

- Other additional ideas: can we alert students through our individual department and program emails; if we have more systematic ways of contacting people then the CCC can amplify awareness about issues like HERI, then we might have a better level of campus-wide areas where we can be more systematic in our outreach.
  - Hayley: it is important to advertise where students are (classrooms, meetings paces). What if it's not the outreach, but maybe it's the fact that students are responsive to surveys in general.
  - Mimi agreed that there are limited things we can do; can we ask Professors to add a slide to their PPT; have the library pass out flyers or post flyers; Vinnie also said they can spread the word to students and also ask the HR manager send out an email to student employees; Mike also suggested relay information to the student leadership so that there is peer-to-peer messaging to take the survey through student organizations (such as ASI or faculty advisors, a message can go out to BeachSync and also use emails to Student Assistants).
  - Luke seconded the idea about reaching out to student organizations is great; can there also be an announcement through the athletic department.
  - Theresa made the suggestion to also post the link on the Library Webpage Banner.
  - Maybe also ask ATS if a link can be placed on the BeachBoard Homepage
- Shelter-in-Place and Active Shooter Policies:
    - What were some issues that came up in terms of follow up?
      1. In person meetings (scheduling and developing a formal connection)
      2. Lock replacement plans and progress reports
      3. Trainings and workshops (ensuring accuracy and relevancy)
    - Discussion:
      - Luke supported item 1 above regarding establishing a subcommittee with Campus Police. Perhaps the subcommittee can draft some recommendations to move forward.
      - The key issues are training, communications, and transparency (asking for quarterly reports).

- Shae also suggested including more language about the perception about the way campus police treat and engage with our students.
- Question regarding what the reports would entail from the campus police so that we do not duplicate work because there is lots of information that is already published on the campus police webpage and through the Cleary Report.
- Luke, Hayley, and Theresa will work to compile a final report of recommendations to move forward in strengthening communication and relationship with Campus Police.
- Amazon: *Angela addressed this above.*

**6. Next Steps:** Committee Meetings (April and May)—consensus to hold both meetings as work meetings.

**7. Adjournment:** 3:16pm



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