**PRESIDENT’S COMMISION ON EQUITY & CHANGE (ECC)**

**September 2, 2020**

**10:00 a.m.-12:00 p.m.**

The Commission has been charged “to take on an action-oriented role in racial and social justice and equity at CSULB. The re-envisioned Commission will play a critical role in bringing about institutional change including diversifying our employees and student body, enhancing support and opportunity for all, and helping to ensure we have quality cultural competence and anti-racist professional development for all. In addition, the Commission will play a collaborative role with the Campus Climate Committee of the Academic Senate in analyzing the results of the campus climate surveys and engaging diverse constituent groups in formulating and implementing actionable plans and strategies to bring about institutional change.”

1. Introductions/Welcome (John & Anna)
2. President Conoley’s Welcome & Charge
3. Teambuilding Introductions (John)
4. Structure of Meetings (i.e. Norms, Parliamentarian procedures, use of sub-committees, etc.) (John & Anna)

* The Equity and Change Network

1. Identifying Constituencies

**Action Items**

1. Release Time for Affinity Group Involvement Proposal
   1. Which campus affinity groups should be recognized as eligible?
      1. The ones that have been/will be listed on our IEC website: African/Black American Faculty and Staff Association, Asian Pacific Islander Network, Latinx Faculty and Staff Association, Native American/American Indian Faculty and Staff Association
   2. Which employees should be considered? MPP, Temporary Permanent, Casual, Intermittent? Full-time, part-time?
   3. How will this be communicated to eligible participants and affinity groups?
   4. How does an employee request the time to participate?
   5. How will time be tracked?
2. Teach-in September 8-9
   1. Does the commission want to be involved?
3. USC Race & Equity Center Training

Cohort 1: Friday, Sept. 5

10-noon Friday, Sept. 11

Friday, Sept. 18

Friday, Sept. 25

Cohort 2: Tuesday, Oct. 6

10-noon Tuesday, Oct. 13

Tuesday, Oct. 20

Tuesday, Oct. 27

**Recommended Norms (www.meeteor.com)**

1. Ask questions for clarification to help avoid making assumptions. Assume everyone is well-intentioned.
2. Make sure everyone's voice is heard. Listen actively to teammates without interrupting others.
3. Balance your participation - speak and listen.
4. Clarify when you are advocating vs offering an idea.
5. Say it now, in the room. Maintain confidentiality within and outside the commission.
6. Assume we will all make mistakes, reflect, be open to or seek feedback to learn more.