

Agenda
CSBS Climate Committee Meeting
Friday, February 15, 2013
2:00 to 3:00 pm; Location: SH 181

- I. Call to order**
- II. Approval of Minutes from 12/03/12**
- III. Announcements** (any member may bring pertinent happening to our attention)
- IV. Sharing Examples of Problems with CSBS Climate** (College & Departments)
- V. Status Report from Subcommittees:**
(Including semester plans, e.g., regularity of meetings, review campus climate articles, contact other campuses re: climate, proposed steps for assessment, etc.)
 - A. Staff-Faculty Communication:
Anthony, Michael, Christina, Rasmita, Kelly, Leta, Cynthia
 - B. Workload Committee: Tiffany, Kelly, Miriam, Mario
 - C. Privilege Committee: Gabriela, Anthony, Wendy, Anita
 - D. Assessment-Qualitative: James, Boris, Moshula
 - E. Assessment-Quantitative: Que-Lam (Q), Henrik, Rasmita, Sheila
 - F. Mission Statement: Tiffany, Joy, & AnnMarie
- VI. Elect Subcommittee Chairs** (if necessary)
- VII. IMPORTANT ISSUES Up for Discussion & Thoughts:**
Reflecting on the CSBS Climate Committee
- VIII. Begin Discussing Need/Feasibility of University-level or College-level Ombuds Services**
- IX. Reiteration of General Charge to CSBS Climate Committee:**
EXCERPT FROM EEC CAMPUS CLIMATE REPORT:
Contradictions in Perceptions of Campus Climate & Personal Experiences
These differing phenomenological realities alert us to fact that CSUN must:
 - Continue to **focus efforts on creating and sustaining a campus climate that is welcoming and inclusive**
 - Give **special attention to probationary assistant professors and staff**
 - as well as to **employees (faculty and staff) from historically underrepresented /marginalized groups****Goals: Design various campus-wide programming to address some of the disparities revealed & increase sense of welcome & respect for people from all groups on campus**

X. To help inform us of campus climate efforts at other universities, see excerpts from UC Campus Climate Report and link to entire document below:

http://diversity.universityofcalifornia.edu/documents/07-campus_report.pdf

Read entire report UC Climate Campus Report via the above link.

Excerpts below:

“Campus climate is a measure—real or perceived—of the campus environment as it relates to interpersonal, academic, and professional interactions. In a healthy climate, individuals and groups generally feel welcomed, respected, and valued by the university. A healthy climate is grounded in respect for others, nurtured by dialogue between those of differing perspectives, and is evidenced by a pattern of civil interactions among community members (*UCR Framework for Diversity Report*). Not all aspects of a healthy climate necessarily feel positive—indeed, uncomfortable or challenging situations can lead to increased awareness, understanding, and appreciation. Tension, while not always *positive*, can be *healthy* when handled appropriately. Conversely, in an unhealthy environment, individuals or groups often feel isolated, marginalized, and even unsafe.” p. 1

“Research shows (Chang, in press; Allport, 1954) that the true benefits of diversity, even with the first three foundational elements [*i.e., institutional action, research and teaching, and structural diversity*] of climate in place, cannot be fully realized without the fourth dimension: positive **intergroup interaction**. The presence of diverse groups in a classroom, residence hall or academic department is important, but not enough. Intergroup interaction cannot be successful if groups co-exist in a silo mentality. There must be purposeful interaction within and across all campus constituencies.” (p.3)

“Campus climate cannot be compartmentalized or addressed with cookie-cutter prescriptions. Campus climate is by its nature fluid and unique from one environment to another. Climate not only varies between campuses, but also within each campus in smaller “micro-climate” settings. As such, climate must be assessed and addressed in individual departments, disciplines, residence halls, off-campus communities and other settings. The varying climates come together to create a campus and university environment. An unhealthy climate in one department or professional school can affect the climate of an entire campus.” (p.4)