

**CALIFORNIA STATE UNIVERSITY, NORTHRIDGE**

**CSBS CLIMATE COMMITTEE (CCC)**

**Minutes of Retreat Meeting: September 19, 2014;**

**Approved by Committee 10/17/14**

**Members Present:** Joy Bartley, Christina Brown, Moshoula Capous-Desyllas, Michael Carter, Kenya Covington, Rasmita Dhruv, Gabriela Chavira, Marquita Gammage, Jeffrey Kaja, Carisa Moore, Rachel Navarro (for Naomi Chavez), Patriccia Odonez, Boris Ricks, and Sheila Grant (Chair)

**Members Absent:** Excused Absences: Jose Abara, Que-Lam Huynh, Karen Litt, José Miguel Paez, Jessica Worland, James Snead, Kris Tacsik, Kelly Winkleblack-Shea; Unexcused Absences: Mario Giraldo, Sarah Mountz, Henrik Minassians

**I. Call to order**

**II. Roll Call**

**III. Approval of Minutes from 5/16/14**

**IV. Announcements** (any member may bring pertinent happening to our attention)  
Reiterate Confidentiality Pledge

**V. Status Report from Subcommittees:**

(Including academic year and semester plans, e.g., regularity of meetings, review campus climate articles, contact other campuses re: climate, proposed steps for assessment, etc.)

**A. Assessment-Qualitative:** Moshoula (chair), James, Rasmita, Boris

*Charge:* Ongoing assessment of college climate (multi-method approach)

*Update:* Members currently serving on other subcommittees until there is a need for qualitative assessment.

**B. Assessment-Quantitative:** Que-Lam 'Q' (co-chair), Michael (co-chair), Rasmita, Kenya, Sheila

*Charge:* Ongoing assessment of college climate (multi-method approach)

*Update:* Q finalizing items; will send to subcommittee ASAP; plans to deploy quantitative climate survey to CSBS faculty, staff, and students by mid-Fall 2014 semester.

- C. Community Building:** Boris (co-chair), **Christina Brown** (co-chair), Karen Litt, Pat Odonez  
*Charge:* Arrange activities as opportunities for team building, etc. and to build a sense of community in the college; locate speakers on topics related to campus climate to promote dialogue  
*Update:* Start planning the low ropes team building activity for the CCC members ASAP by developing a doodle poll; discussed getting one speaker per semester (get suggested names, topics and the cost to Sheila ASAP).
- D. Human Relations and Mediation:** Joy, Kelly, Moshoula, Carisa, & Sheila (Need to Elect a Chair)  
*Charge:* Increase visibility of CCC activities and work toward a more positive college climate (Oversee ombuds services, review and revise position statement for ombuds person as necessary; other tasks may include developing CCC Logo and a series of Posters and/or videos, suggests items for the website)  
*Update:* Discussed facilitated a Privilege Spectrum Activity as part of an *Open Forum* with discussion period afterward. Discussed CCC Logo with *Climate Matters* on various inexpensive items with our CCC logo such as visors, little umbrellas, canvas bags, canvas bag with small umbrella, book weights.
- F. Privilege:** Gabriela (chair), Carisa, Jose P., Joy  
*Charge:* Explore issues of privilege among CSBS faculty and staff and develop a preliminary intervention (i.e., Privilege Spectrum Activity tailored to needs/demographics of each department).  
*Update:* Ongoing plans for visits departments to facilitate the Privilege Spectrum Activity discussed.
- G. Webpage Project - CSBS Climate Committee (CCC):** Joy (chair)  
*Charge:* Maintain and update CCC Webpage with active links to resources and members.  
*Update:* New WebOne coordinator in the Dean's office will make updating the CCC webpage easier; All member photos are due to Joy by 9/10/14 so that all will be up on CCC webpage by our next meeting; Lee Choo is the photographer (members can call and easily make an appointment for their profession head-shot).
- H. Workload:** Kelly, Jeffrey, Mario, Jose A. (Need to Elect a New Chair)  
*Charge:* Examine workload issues in CSBS and make recommendations for change aimed at increasing workload equity, fairness, and compensation.  
*Update:* No meetings because chair has left the institution; no member of subcommittee present was interested in volunteering as chair.

**VI. New Business**  
 Discuss Plans for 2014-2015

**VIII. Adjournment – 2:59 pm**