

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

CSBS CLIMATE COMMITTEE (CCC)

Minutes of Retreat Meeting: October 17, 2014;

Approved by Committee 11/21/14

Members Present: Joy Bartley, Moshoula Capous-Desyllas, Michael Carter, Naomi Chavez, Kenya Covington, Judy DeBonis, David Deis, Marquita Gammage, Jeffrey Kaja, Karen Litt, Regan Maas, Sabina Magliocco, Carisa Moore, Boris Ricks, Kelly Winkleblack-Shea, and Sheila Grant (Chair)

Members Absent: Excused Absences: Jose Abara, Christina Brown, Gabriela Chavira, Rasmita Dhruv, Que-Lam Huynh, Patriccia Odonez, José Miguel Paez, Jessica Worland

I. Call to order – 1:32 pm

II. Roll Call

III. Approval of Minutes from 9/19/14

IV. Announcements (any member may bring pertinent happening to our attention)

-- Reiterate Confidentiality Pledge

-- Staff union representation informed Joy that there is interest in developing a Bully Support Group.

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 early Spring 2015 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: Will start planning the low ropes team building activity for the CCC members ASAP by developing a doodle poll & many CCC members were enthusiastic about piloting the activity;

Discussed getting one speaker per semester (get suggested names, topics and the cost to Sheila ASAP).

D. Human Relations and Mediation: Joy, David, 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 facilitating 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.

Guest: Dr. Tom Spencer Walters reviewed the Ombuds Services Annual Report and entertained questions. Dr. Spencer-Walters suggested that a workshop for chairs might help alleviate some problems.

Action: The 2013-2014 CCC Ombudsperson Position Summary was approved.

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 visiting 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 have still not been received by Joy 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.

Jeffrey Kaja volunteered to chair this subcommittee.

VI. New Business

Discuss Plans for 2014-2015

VIII. Adjournment – 3:02 pm