

Meeting of the Steering Committee
Road Map to the Future
November 2, 2021
2:00 p.m. to 3:30 p.m.

MINUTES

The third meeting of the steering committee for the Road Map to the Future was held virtually on November 2, 2021.

The Steering Committee members in attendance were:

David Dufault-Hunter, Melisa Galván, Jonathan Hay, Crist Khachikian, Gigi McGuire, Elena Miranda, Vivian Morales, Barrett Morris, Mario Ontiveros, Kaitlyn Orozco, Yazmin Peebles, Amanda Quintero, Kiana Requena, Diane Stephens, Nathan Thomas, Mary Beth Walker (Chair), Jason Wang

Absent: Michael Tejax

Staff to Committee: Hazel Kochocki, Bonnie Paller, Michelle Slade

Agenda:

- I. Call to Order 2:02; welcome to Gigi McGuire
- II. Approval of Minutes of October 19, 2021 Meeting: approved
- III. Welcome/Goals for Meeting
Taking time upfront to concentrate on the process of engagement. Taking the time now better insures the best product on the end. And hope to engage in small group meetings.
- IV. Finalizing Rules of Engagement/Working Agreements

Michelle Slade combined input provided by the steering committee in the last meeting and suggests we organize around four umbrella key practices and guiding principles.

- Drive Collective Results. Keep focus on big goals. Concentrate on goals which promote the project.
- Exemplify Inclusive Excellence by enacting and innovating best practices in cultivating belonging, honoring diversity, equity, inclusion and justice.

Exemplify inclusion, inclusive excellence, and expansive engagement in all you do.

- Ensure Authentic Expansive Engagement through extensive, meaningful outreach to uplift diverse perspectives from throughout our community. Insure diverse practices. The group is a roadmap to diversity and inclusion. Honor transparency and confidentiality. We can be very transparent about feelings. If there is a bigger or different sort of problem, it can remain confidential.
- Be Informed, Committed, and Accountable throughout our work together.

Members concurred with this recommendation.

V. Approaching Inclusive Excellence

Quintero

Combined Elevator Speech:

Diane Stephens put together the ideas of the steering committee into one expression of the charge of the committee. Themes which define the committee's work are diversity, equity, inclusive excellence, justice, and belonging. In all meetings, Quintero recommended that all keep an ear for the best ways people express their ideas about these themes.

President Beck's model recognizes inclusive excellence - Diversity, Equity, and Inclusion - as an aspirational way to achieve our best possible results. The inclusive excellence approach recognizes the entire campus as being important as we focus how we operate as an institution.

The steering committee is charged with working towards the development of a new collective vision. It is time for the current, established campus mission, values, and purpose to be reconsidered. It has been a long time since we collectively have reflected on who we are and where we want to go. What are we doing? Why are we doing this? What do we want to achieve? The committee starts with these questions and will engage the whole campus.

Members of the steering committee began to discuss answers to the above questions. Why are we doing this? Initial answers to "Why":

- In order to build a collective vision and co-create our future
- It's time to do this work. The world has changed and the institutional mission, values, and purpose should reflect where we are now.
- We want to help the campus define priorities and be intentional stewards of resources.
- We want to be responsive to campus concerns.

- We want to take our collective work to the next level, building a multi-dimensional strategy to address racial inequalities and amplify our equity impact.

There was discussion of initial impressions to these:

- Which is the most compelling?
- Where is clarity or refinement needed?

Provost Walker pointed out that this is important and consequential work because we will be intentional stewards of financial resources as a result of the process.

What do we hope to accomplish through the Road Map Process?

Members of the steering committee offered some responses:

- One member offered that depending upon who you ask, there are different understandings of diversity and inclusion throughout the campus.
- One member expressed that this is a lifetime effort and wondered whether we could be overpromising what we can achieve.
- Inclusion is essential, making it all the more important to engage with people with whom we fundamentally disagree.
- A goal is to foster a broad and shared understanding of our guiding values.

Operationalizing an Inclusive Process:

Development of a Community Engagement Process

What will the process look like?

DRAFT operationalization of an inclusive process in the first link above. The document begins to outline the bones of how members of the steering committee will roll this out to the campus. Steering committee members are asked to provide feedback on the process.

Discussion on the operationalization process:

Provost Walker asked if we need to better clarify our aspirations with this project?

A student member stated that students ask what will you be doing? How will you be doing it? It's good to be transparent, yes, and what are we being transparent about? Another member asked how will we give this information to

students? The response was to review “Operationalizing an Inclusive Process” draft and leave comments.

VI. Strategic Directions or Goals and Organizing Around Them

Crossroads and Themes:

Listening Tour Themes:

- Standing in Our Values of Equity, Inclusion, and Justice
- A Clear Commitment to the Overall Success of Our Students
- A Solid Foundation of Academic Excellence
- Shaping Our Culture and Fostering Community
- Disruptive Thinking
- Strengthening Community Connections
- Making Sense of Our Dollars and Cents

The members of the steering committee should aim for developing a common terminology. A discussion of the terminology followed:

- Do we want to call these “goals” (too specific and finite), or “strategic directions” (too ambiguous)?
- Under the strategic direction could be “pillars”.
- Vision, mission, goals are standard planning language.
- Listening Tour Themes are foundational and form the lens through which we see all other activity. Goals are more specific and under these.

No final conclusions were reached.

VII. Initial Working Groups Around Areas of Interest

Organizing into Groups

Beginning to organize members into working groups:

- Standing in Our Values of Equity, Inclusion, and Justice
- A Clear Commitment to the Overall Success of Our Students
- A Solid Foundation of Academic Excellence
- Shaping Our Culture and Fostering Community
- Strengthening Community Connections

Methods of engagement: captures many different types of engagement as well as cross-listing possible purposes for the particular engagement.

VIII. Takeaways/Action Items/Preparation for Next Meeting

1. Finish putting in preferences (or change your mind) for subgroups you would like to participate in--**by close of business Wednesday, 11/3/2021**
2. Work through the slide deck on Approaching Inclusive Excellence and finish entering “WHY/WHAT/HOW” in the shared document.
3. Read through methods of engagement in myCSUNbox with multiple tabs and add other ideas, thoughts, etc. (You can save in our shared folder in myCSUNbox and it will save all versions.)
4. Respond to doodle poll(s) from Francine Alderete of the Office of the Provost. She will help schedule subgroup meetings.
 - a. **By November 12th**—Meet with subgroup to start creating substantive, generative questions your group will focus on that are rooted in the values of inclusive excellence (diversity, equity, inclusion, justice, and belonging)
 - b. Refer to content from Listening Tour report, as needed
 - c. Start discussing preferred engagement methods as a subgroup

IX. Adjournment: 3:26pm

Road Map to the Future: Presidential Charge

The Road Map to the Future Steering Committee has been established by President Erika D. Beck and is led by Provost and Vice President of Academic Affairs Mary Beth Walker, and is aimed at taking the collective work of the CSUN community to the next level of impact. The Steering Committee will be instrumental to build consensus around a vision for the future, and its membership includes people from all corners of the CSUN community; the intersection and exchange of their unique viewpoints will be vital to the development of a successful plan, representative of CSUN’s values. The Steering Committee will ultimately drive the process and identify areas of focus for the university’s planning initiative, and the President’s Listening Tour Report will serve as the foundational starting point. The Steering Committee is charged with ensuring that every identified priority begins with and emanates from our unwavering commitment to inclusive excellence.

The Listening Tour Themes are:

- Standing in Our Values of Equity, Inclusion, and Justice
- A Clear Commitment to the Overall Success of Our Students

- A Solid Foundation of Academic Excellence
- Shaping Our Culture and Fostering Community
- Disruptive Thinking
- Strengthening Community Connections
- Making Sense of Our Dollars and Cents

The Steering Committee in partnership with Cabinet leaders will have responsibilities outside of meetings and will engage with members of the CSUN community on a variety of topics relevant to the development of the Road Map. The Committee's end goal is about coming together in a common cause and advancing the mission of CSUN.

<https://www.csun.edu/provost/road-map-future>