



**Administrative Professional Committee  
Social Justice Sub-Committee Meeting Minutes & Agenda**

Thursday, October 6th 1pm-2pm (Zoom)

**Members:** Group 1 - Anna Tollefson, Group 2 - Justin Bean (chair), Group 3 - Glenna Decker, Group 4 - Meaghann Myers-Smith, Group 5 – Leda Evans, Group 6 - Shawn Jenkins

**Attendance:** Justin Bean, Anna Tollefson, Glenna Decker, Meaghann Myers-Smith, Leda Evans

**I. LGBTQ Survey & Camus Climate Review Survey**

- a. Majority of comments seemed disheartening
- b. Exit interviews need to be mandatory when staff depart
- c. Focus on retention of staff
- d. Classism of employee structure
- e. Administration needs to place consistent measures across all staff classifications
- f. Issues being ‘seen’ and ‘heard’ or ‘valued’
- g. Making personalized business cards with pronouns, name, title, department, etc. standard across the institution

**II. Dec 9 Philly Questions / Themes**

- a. Change – too much. Staff are having a hard time adjusting
- b. Turnover – staff are exhausted and experiencing burnout
- c. What steps are being taken to retain staff
- d. We are continuously being asked to do more with less
- e. A big theme of our Student Success Network is being student-center and student-ready. We are bringing a lot of students from minoritized background and placing them in classrooms where faculty are not adequately prepared to meet them where they are at and provide critical support for their success.
- f. Building a community for staff
- g. Bias seems to be pervasive across the institution, explicitly and implicitly
- h. What can AP staff due to influence Senior Leadership Team to affect change for Social Justice attitudes

**III. Including & Equity Institute Planning - themes**

- a. Change Management
- b. Resiliency / Burnout
- c. *Implicit Bias Training*

**IV. Open Items**



- a. Google Document (Glenna)
  - i. Please upload your flushed out questions for President Philly (all committee members)
  - ii. Please place your thoughts and idea for our training (all committee members)
    1. Goal to have a training planned for January/February 2023.
  - iii. Reach out to Marlene to share insight for training and how AP SJC can support DEI (Justin)
- b. Next meeting – Thursday, January 12<sup>th</sup>, 2023 @ 1pm (Zoom link to be distributed)
- c. Enjoy the holidays!