



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

Thursday, November 3<sup>rd</sup> 1pm-2pm (Zoom)

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

**Attendance:** Meaghann Smith, Justin Bean, Leda Evans, Shawn Jenkins, Kathleen VanderVeen (Division of Inclusion & Equity liaison)

- I. Welcome & Introductions**
  - a. Leda & Meaghann
- II. Past items**
  - a. See items IV and VI
- III. Welcome Dr. VanderVeen!**
  - a. Newsletter was sent out – please review (all committee members)
  - b. Climate Study
    - i. SLT synthesized the results
    - ii. Comprehensive report on current institution’s climate – please review (all committee members)
  - c. Focus group with LGBTQIA – please review (all committee members)
  - d. Focus group with racial and ethnicity focus coming soon
  - e. ‘Accountability & Activation Team’ – focused on working with all units/departments
  - f. Hiring vs. Onboarding (staff retention)
  - g. Division history (growth, expansion, shortage)
  - h. Ensuring accessibility and DEI work is ‘everyone’s work’
- IV. AP Exec Meeting – review**
  - a. N/A – was not in attendance
- V. Review & Discussion of AP SJC Survey**
  - a. Proactive not reactive
  - b. Social Justice Day is on February 20, 2023 (Shawn)
  - c. Inclusion Equity Institute – Reach out to Marlene Kowalski-Braun to have AP organize a training (Justin)
    - i. “Semester standard” - our committee can oversee semester training/program
    - ii. On-going training
  - d. Student performance from HBCU vs. faculty expectations

- i. Encouraging students to share their voice and encouraging staff to accept curricular difference / shift standard of student preparedness
- e. Doing good at getting students of color here; bad at keeping them here
  - i. There is a strong correlation between this and staff as well!
- f. Helping staff change narratives of how to retain students
- g. Philosophical purpose of university administration...get students or keep students?
- h. How can we help the staff help student; how can we retain diverse staff; how can we combat staff burnout
  - i. Create a plan to put together throughout the year
  - ii. How to instill the *Laker Effect*

**VI. Co-Chair Nomination**

- a. Shawn!

**VII. Planning (one PD we'd like to incorporate throughout the year)**

- a. Focused on our fundamental questions highlighted above
- b. Using the IEI modality

**VIII. For next meeting**

- a. December 1<sup>st</sup> (Zoom)
- b. Prep for next meeting by review the Campus Climate Report and LGBTQI survey

**IX. Closing Items**

- a. N/A