

## IEAP Initiative Launch: Critical Learning Collectives (CLC) & Town Halls on Campus Climate

Tollefson, Kaia

To: Avila, Mitch; FordTurnbow, Eboni; LeRoy, Richard; Nichols, Laurie; Rex, Barbara

Cc: Yao, Richard

Sun 9/11/2022 5:17 PM

Dear all,

First and foremost, welcome, Eboni! This is the first email I have sent to Cabinet with you in the group. I know I speak for all of us in saying that we're so excited to have you here. Have a really wonderful day with your DSA team tomorrow!

My purpose for writing this afternoon, in addition to welcoming Eboni, is that at long last, we are ready to launch two IEAP initiatives led by the Office of the President (OTP). Apologies for length, but I'm using this email to also organize my process...

### 1. MPP-Dismantling Racism

- a. I have been working since May 2022 with 10 administrators who will be facilitating text-based discussion groups for other campus MPPs.
- b. The purpose of these MPP-Dismantling Racism groups is "to build CSUCI's capacity for leading the work of advancing racial justice. Through the MPP-DR initiative, we want to create a mutually supportive space with a shared agreement to confidentiality for administrators to talk and learn with each other through text-based discussions -- with intentional welcoming of healthy risk-taking and openness to productive discomfort."
- c. Each group will be led by facilitators whose responsibilities it will be to support the creation of that kind of space for honest and courageous conversation, to facilitate the discussions themselves on texts being read, and to convene the meetings.
  - i. Group 1: Helen Alatorre and Kem French; Group 2: Amanda Carpenter and Monica Rivas; Group 3: Gary Gordon and Michelle Hasendonckx; Group 4: Doreen Hatcher and Holly Godden; Group 5: Jessica Lavariega Monforti and Drake Massey.
  - ii. Note: We'll split facilitators up and create more groups if interest warrants it. We'll be keeping the groups small intentionally -- about 10 per.
- d. All groups will be open to admins of every rank (I-IV) as the facilitators and I thought it important to flatten the hierarchy as much as possible in that space and to enter it more as human beings than as the position we occupy.
- e. Reminder: All MPP position descriptions are being modified this year to include the following statement: "Take an active role in helping to embed the values of diversity, equity, and inclusion in all aspects of University work, in every division, and participate at least once annually in professional and/or leadership development opportunities that will contribute to campus efforts to advance racial and social justice in and through education at CSUCI and beyond." For interested participants, this initiative will meaningfully fill that requirement.
- f. Thanks to Laurie and John (for Auxiliary Services admins), I have the complete list of campus MPPs as of 9/07/2022. I will email everyone on that list with an invitation to complete an [MPP-Dismantling Racism Qualtrics Survey](#) indicating their interest in joining a group. **I think it will be easier for me to send that invitation to participate**

out than each of you since I have the MPP list with emails organized by Admin Level I-IV rather than by division. I'll cc you -- if you can encourage participation with your leadership teams that would be great.

## 2. CLC & Town Halls on Campus Climate initiative

- a. I have been working since April 2022 with 12 CLC-qualified facilitators who will be leading eight groups -- 6 for employees (a variety of combinations -- from mixing faculty, staff, and admin to separate groups) and 2 for students.
- b. In brief, the purpose of these CLCs is "to create a mutually supportive space with a shared agreement to confidentiality to discuss campus climate surveys. Additionally, our goal is to collect themes and recommendations from these discussions to improve campus climate so they can be shared (anonymously) in campuswide CLC Town Halls."
- c. Each CLC will be using this [Courageous Conversations About Data](#) protocol (or this [more visually oriented version](#) of it).
- d. **I need your help on this one. Please send the following message out to all employees and students in your division, encouraging participation, by Tuesday of this week. If you could email me when you have sent it so I know it's out there, that would be great.**

Dear colleagues and students,

We are excited to launch an initiative of the Inclusive Excellence Action Plan through the Office of the President that we have been working on since late Spring 2022.

Students, staff, faculty, and administrators are invited to join a Critical Learning Collective (CLC) group at CSUCI to discuss campus climate survey findings. The purpose of these groups is to create a mutually supportive space with a shared agreement to confidentiality to discuss campus climate surveys. Additionally, our goal is to collect themes and recommendations from these discussions to improve campus climate so they can be shared (anonymously) in campuswide CLC Town Halls.

The time commitment will be approximately 20 hours over the course of the 2022-23 academic year (10 meetings @ 2 hours each). All CLCs will be facilitated by colleagues (staff, faculty, and administrators) who have been through a year-long "Critical Friends Group" process in becoming a qualified CLC coach. There will be six groups for employees (some mixed staff/faculty/admin and some group-specific) and two groups for students, with assignments made on a first-come, first-served basis.

**Please complete this [CLC Qualtrics Survey](#) by noon on Tuesday, September 20, 2022 to indicate your interest and your preference of which group you would like to join.**

Many thanks to the CLC coaches who are making this initiative possible: Sara Alcalá, Raquel Baker, Bethany Bañuelos, Lydia Dixon, Lorna Gonzalez, Tanya Gonzalez, Courtney Gross, Kathleen Klompfen, Mónica Ocampo, Mark Patterson, Kaia Tollefson, and Annie White.

Sincerely,  
Kaia

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