CLA Climate Change Team Report (2011-2012)

1. List of Members
   Chairs: Suzanne Bonomo, Milan Kovacovic, Michael Duvall
   Jake Caceres-Garcia, Cindy Christian, Runa Das, Qiang Fang, Jason Ford, Joseph Gill IV, Njoki Kamau, Anessa Kemna,
   Suzanne Lydon, Susan Perala-Dewey, Jodi Polasky, Krista Twu, Jodi Polasky, Mai Sy Lor, Idella Sylvah, David Beard

2. Number of meetings during 2011-12
   7 meetings, 1 event, 2 projects researched
   (Cancelled from snow day). April 5, April 11, April 25

3. 2011-12 UCT priorities (related to Fall 2011 report)

   Action Steps in line with Goal number 2
   
   - Wall of Response created: In response to incidence by youth for Western Civilization, CLA change team
designated Cina Hall way as a wall of Response. Students and Faculty expressed in themselves in various
literary and art forms in a theme: We Stand United for equity, diversity and inclusion. This effort was actively
sustained for two weeks and still ongoing.
   - An investigative team formed. The team to investigate campus wide policies in regard to:
     1. organizations being allowed to table on campus
     2. How cases of injustice and hate are handled; and then then develop a clear Model of Response or
        chain of command that everyone knows about. Create visuals, brochures and posters for the college.
   - Address institutional oppression: train faculty - might need to be mandatory on how a curriculum can be
     inadvertently be exclusive and how to formulate an integrative curriculum. Address embedded issues of
     exclusion and how faculty can be allies.
   - Address classism: research possibility of changing current grading system for first year students from current
     one to a pass- Fail system, so that students from lower economic backgrounds or are first generation to attend
     university can be retained.
   - CLA Story telling project to be incorporated into classes and posted on campus for others to read.
   - Define what boundaries of "Freedom of speech" are and what we mean by freedom of speech as a
     Constitutional Right.
   - Develop a plan for Constitution Day next Year, 2012.
   - A community day event featuring diversity, inclusion and equity seminars, workshops, a rally and other fun
     activities involving all who work and learn in CLA

Short-term goals we identified in the fall:
   • Develop a ‘chain of command’ or a process flow chart for a number of incidents that may arise on campus so
     people know the right people to talk to and the right procedure to follow – create some posters, brochures, visuals
     (Susan, Jason and Runa)
   • Research possibility of changing the grading system for the first year or two from the current grading system to a P-
     F system (Milan)
   • Story-telling project incorporated into classes and posted around campus for people to read (Susan)

Some other long-term ideas we had discussed were:
   • Curriculum evaluation for faculty
   • Community Day events that include a rally, seminars and workshops on community building, storytelling...etc.
     maybe scattered throughout the semester
   • Develop a plan for Constitution Day next year

4. Summary of Successes and accomplishments. Description of where you were not successful and why. Are there ways
   the CCT or others can help?
Accomplishments:

- We Stand United Event, Thursday, October 6, 2011, 4:00pm-6:30pm, 1st floor Cina
- Subcommittee met with Lisa Erwin to discuss ‘Chain of Action’
- United Community Sponsor against White Supremacist rally
- Research on re-introducing the “N” grade

Challenges

- Changing the “N” grade – Getting UMD support, how to accomplish that administratively.
- Chain of action – haven’t received a clear response from Administration, when there was an OEO officer, there was someone specific to go to, now that is unclear, students are reporting incidents and not receiving any response.

5. Next steps – 2012-13 work

- Recruit a core group of people who can make a commitment for the year (might make into a voting committee rather than an adhoc committee)
- Have a mini-retreat in the fall to help us get focused early on in the school year – Dean Maher has approved funding.

Main events for 2012-13:

- Constitution Day – Hold a forum in Ianni Hall to discuss the meaning of free speech
- CLA Community Day (or week): Story telling project, rally, service project with Life House, ice-breaker activities, improve
- Brown bags in Tweed by speakers who are already scheduled to appear on campus, talk for one hour, share their own story

Trainings:

- Ally Training – if we can get a grant or collaborate with Student Life
- Intercultural Development Index – The CLA change team will look in to taking this

College Initiatives: Promote a stronger sense of community and communication in CLA

- Establish an Equal Opportunity Officer or equivalent in CLA
- Look into commissioning an artist to create a poster for Cina Hall
- Promote systematic communication between CLA-CT and Department Heads
- Calendar of Diversity on CLA website
- Curricular Pilots

Campus-wide Initiatives:

- Work with other Unit Change Teams or campus challenge team to pressure University Administration to clarify the process of reporting incidents for students/staff/faculty so there is more transparency
- Address classism – Continue working on the “N” grade

Actions:

- Polling students and professors about adoption of “N” grade
- Encourage more active participation of Bulldog Day at the Capitol
- Set up a panel discussion with administrators to discuss chain of command