CLA Climate Change Team Report (2012-2013)

1 **List of Members**
   Chairs: Suzanne Bonomo, Susan Peralta-Dewey
   Gail Mentzel, Jake Caceres-Garcia, Cindy Christian, Suzanne Lydon, Susan Peralta-Dewey, Jodi Polasky, David Beard, Laure Charleaux, Mariya Gyendin, Sean Walsh, Milan Kovacovic, Mike Mullins, Merry Rendahl, Robin Fuller

2 **Number of meetings during 2012-13**
   9 meetings: Sept 19, Oct 10, Oct 31, Nov 28, Jan 24, Feb 13, Mar 14, Apr 3, Apr 24
   We also formed two sub-committees, one that discussed issues of recruitment and retention and the other which planned the Empathy Conference in March. The Empathy Committee met weekly for about three months to plan the Empathy Conference.

3 **2012-13 UCT priorities (related to Spring 2012 report)**
   Short-term goals we identified in the fall:
   - Recruit a core group of people who can make a commitment for the year
   - Make a standing committee
   - Have a mini-retreat to clarify 2013-14 goals
   - Constitution Day talk
   - CLA Community Day
   - Brown bags in the Tweed
   - Ally Training
   - Intercultural Development Index
   - Establish and Equal Opportunity Officer or equivalent in CLA
   - Commission artist to decorate CINA Hall
   - Calendar of Diversity on CLA website
   - Curricular Pilots
   - Work with other UCT to clarify the reporting process
   - Address classism – continue working on ‘n’ grade
   - Encourage more participation of Bulldog Day at the Capitol
   - Discuss Chain of Command

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:**
   **Change Team structure and mission:** We had a small group of members that met regularly. We also explored the idea of becoming a standing committee and ultimately decided against it at this time because we felt the structure would actually impede the diversity we were seeking. To increase visibility and communication, we did attend staff meetings, department head meetings and included a link on the CLA Homepage.

   **Events:**
   Sept 17th: The First Amendment and Defending Civil Liberties Discussion
   March 6th: Cultivating Compassion: Empathy, Leadership and Social Change
     - 423 people attended
• 16 different 50 minute breakout sessions all focused around empathy
• Presenters from UMD faculty & staff, College of St. Scholastica, and community members
• International speaker on using empathy to inspire social action
• Collaboration with multiple campus partners: Kirby Leadership Board, Instructional Development Services, Office of Civic Engagement, and Office for Cultural Diversity
• Support from U of M’s Office of Global Programs and Strategic Alliance
• Student attendance and impact

April 4th: Reporting forum in collaboration with other UCT

Challenges
• Still working on membership and organization

5 Next steps – 2013-14 work
• Continue actively recruiting engaged membership and work on group structure
• Potentially plan another conference or event focusing on Empathy in Academics
• Continue to work in conjunction with other change teams about Incident Reporting
• Continue collaboration with on campus and community partners
• Better communication from CLA Change Team to Department Heads, Faculty, Staff and Students
• Documenting other work that is being done to meet these goals