

November 2019

Internal Facilitators (Monica, Brian)

- Revisit Community Guidelines, our whats and whys to make edits and keep in focus
- Table group discussions about articles (2 articles, 3 tables per article)
- Share out about the article and discussion
- Feedback forms completed and collected
 - If you could change the culture at CSU/Student Achievement, what would you change? What would it look like?
 - How can we build a better sense of department and team that will help you engage with our all-staff meetings?

September 2019

External Facilitator (Carmen Rivera)

- Review of previous year and kick off to this year
- Panning – self and others
- Discuss Multicultural Change Process (Awareness, knowledge, skills, action)

May 2019

Retreat

External Facilitator (Carmen Rivera)

- Spectrum and group activities moving around, not heavily content based
- Multicultural Change Process introduced (Awareness, knowledge, skills, action) – people want to jump to action, but can do harm without the necessary time spent in the previous three.
- Table share outs. Individuals asked to talk for 5 min uninterrupted, silence allowed and should not be interrupted
- Table discussions layering identities (Gender and religion, etc.)
- Introduce panning. Practice applying to websites, pictures, etc.

March 2019

External Facilitator (Carmen Rivera)

- Meeting focused on economic/class identity
- Worksheets – would you survive in Upper/Middle/Lower class, check the things you could do or would be comfortable doing
 - Pair and share how the experience was, what you could do, reflections about this, etc.

- Discussion on how this identity can shift and create internal dissonance by comparing past and current class identities

February 2019

External Facilitator (Carmen Rivera)

- Introduction to our department WHY and WHATS
 - Why we do the work
 - What we need to do/engage the work
 - Created from staff feedback at previous meeting input
- Introduction of our internal definitions
 - Diversity
 - Equity
 - Inclusion
 - Social Justice
 - Compare/contrast words. How do they relate? How do they differ? How do they work together?

November 2018

External Facilitator (Carmen Rivera)

- Spectrum – concrete vs. abstract thinkers
 - Our meeting discussions depend on abstract. Carmen coached staff to be aware of where they fall on the spectrum (concrete to abstract) and how this may be influencing engagement. Be aware so you can push yourself out of comfort zones.
 - Personal life experiences dictate how we process and conceive the world
- Super Chickens video
 - Ted Talk -
https://www.ted.com/talks/margaret_heffernan_forget_the_pecking_order_at_work?!language=en

September 2018

Facilitator

- Guest Presenter – Dee from Registrar. Demonstrated new tool in Canvas – advisor focused
- General meeting focused on welcome back, updates about department growth, recognitions for various unit efforts/successes, and setting the stage
- Gaye outline (loosely) engagement expectations