



College of the Canyons
Institutional Effectiveness and Inclusive Excellence (IE)²
Steering Committee - Meeting Minutes
November 9, 2021 3:00-5:00pm

Welcome and Thank You

- The committee thanked Paul Wickline for all of his contributions for IE2, Canyons Connect, Guided Pathways, Program Mapper and much more.

Engagement/Retention Efforts – LiveChat Demo

- College of the Canyons website now has a LiveChat feature that helps students with inquiries. Jasmine Ruys showed a demonstration on how the feature works.
- The feature is currently on a soft launch while they build up information on the smart database.
- Hours for the LiveChat are during business hours.

Moving from Surviving to Thriving Dialogue

Activity 1 Report Out:

On December 2, Brandon Ashford will facilitate a dialogue around this topic with panelists inclusive of students, faculty, staff and administrators. We heard from committee members that they want us as a campus to practice empathy more. How can we as a campus community work together to go from surviving to thriving? How do we use empathy to get us there?

In preparation for this dialogue, we want to hear your thoughts and responses to some of the questions that will be part of this dialogue.

a. As educators, we provide opportunities for social and economic mobility through education and training. In doing so, we are dedicated to developing our students personally, academically, and professionally. However, as educators, our jobs can be complicated and at times overwhelming. What initiatives, practices, or steps can we take as faculty and staff that serve our wellness and self-care that will help us better serve our students?

- Trying to figure out how we can create an employment self-care program.
- Walking tracks marked around campus, to help promote healthy activity on campus, have markers marking distance.
- Everyone should be getting a survey to help gather thoughts on activities we can do.
- Gardens of the Canyons - Walking Map with mileage. Zen Garden by the Tennis courts, Cougar Den. Opportunities to hear from other leaders on campus Ex. Management Academy, share how do our leaders share how they deal with things, and this is helpful. Dealing with Time Management and Planning on campus. It is nice to hear from different perspectives that may help us gain new skills or validate what we might already be doing.
- It might be nice to post the Gardens of the Canyons map so more visible on website



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- Every dept has their own dept meetings, but not all depts include adjuncts in these meetings, so it may be nice for dept chairs to invite them to these meetings, nice to know the head of the dept cares about our well-being. Check in, how are you doing, balancing course load, connect with each other. Nice Check in.
- Having time between meetings, build in time in between to be able to get up and stretch. Build in transition time from one to the next. Perhaps those chairing/leading these meetings can be better about clock management:).
 - Back pain
 - Be kind to your kidneys and take bio brakes.
 - Re institute the passing period.
- Just say NO. Understand your limits.
- Mental fatigue sitting in the same room, same view, and you need some stimulus - change of scenery.
- Connection with the internet services - causes issues, frustration. Rebuild the relationship with a person when the connection is dropped.
- Survey overload.

b. A common emphasis throughout the pandemic has been creating space/environment for wellness checks, in other words, psychological safety. What can we do as an institution to make our faculty, staff, and students feel psychological safe at work and on campus?

- Employee Assistance Program, can provide critical debriefing meetings for groups of faculty/staff as a support group. HR can help organize this to help to provide a safe space for this group support.
- Wellness checks/support needs to extend to online format as well as in person format.

c. For some faculty, staff, and students, there might be a tension between yearning to come back to campus and wrestling with the fear and anxiety brought on by the pandemic. How do we meet people where they are in making them feel safe in coming back to campus?

- If you look at how things are going with vaccination rates, how do we meet the people where they are at. Many are still very uncertain about returning to campus.
- How can we be creative for students who want to be in person and maybe a hybrid on campus can take the class on campus but in a separate room. Maybe think of providing services on campus in accordance with guidelines to help students take class in person, maybe building a space like a mini cubicle space where students are still on campus engaging with the class but separate in a safer space.
- Every week getting Covid 19 notifications on campus - this is a deterrent as well, being back on campus we are in a place where we will be exposed to Covid - we hear about



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these Covid 19 cases but don't hear what the campus might be doing about this to make conditions safer.

- Recognize the new environment
- Prepare early for a hybrid future
- Reduce fear through community-based education, e.g. safety plans
- Calibrate yourself, check-in with yourself and each other.
- Reduce stigma about mental health, expression, and honesty
- Provide more HyFlex options for students (offer both in-person and OnlineLIVE options simultaneously) for events and classes.
 - NC is using HyFlex modality
 - Water/Land Surveying (Credit) is using HyFlex modality
 - Paralegal has proposed for Spring 2022/Fall 2022
 - Julie/Robert (CETL leadership) will observe Regina.
 - Faculty need training
 - Virtual attendance at events should continue to be offered as opportunities for engagement for committee meetings (like (IE)2, CPT, others)
- Address anxieties for those returning to campus by Spring 2022 and Fall 2022
 - Staffing challenges
 - Fears of faculty to return to campus
 - Safety of facilities
 - Cleaning surfaces
 - Log of cleaning
 - Social distancing
 - Vaccination status of practitioners (challenges and concerns with “labels”)
 - Mandatory or voluntary
 - Concerns with stigmatizing
- Digital divide (MT. SAC) concerns
 - Students of NC (in particular) need support to use technology and to support inclusive climate.
 - Challenging for students to enroll



College of the Canyons
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d. Since the pandemic, companies and institutions across the country have been rethinking some of the traditional ways they do business. How can College of the Canyons rethink some of our traditional practices that will move us forward post-pandemic and continue to provide the education, training and services needed for students and the community?

- Assess student needs/surveys to be able to quickly pivot services to meet demand.
- Be dynamic to meet scheduling needs, esp. Hybrid options.
- Take advantage of knowledge bases, seek out other college models and services.
- State Plenary Resolution was passed (ASCCC): All plenary and state conferences will be held in a hybrid format - this passed by 95% - Many of us need to rethink what the work place is going to look like in and out of the classroom for everyone. Need to think what is going to work best for our lifestyles.
- There are lots of checks and balances. Many things we can do to make this actionable.

Building Community Through Engagement “Events”

Activity 2 Report Out:

Generating Ideas for a Connection “Events” in Spring 2022

One of the things we heard from committee members last month was the need to do ongoing engagement activities including providing opportunities for “wellness” checks and to show empathy to our campus community.

In the second part of this activity,

Please look at the top three ideas/strategies/activities your breakout room identified for Spring 2022 and create an initial list of next steps including...

- What the “event” will be (e.g., guest speaker, dialogue, in-person breakfast/snack social, etc.)?
 - Have an athletic Day Ex. in the spring have some type of athletic completion day ASG, vs Faculty, classified, admin. Volleyball tourney?
 - Steve Ruys shared looking at: Sponsoring a faculty/staff/employee softball game or doing a corn hole tournament.
 - Student Athlete appreciation Day - Dunk tanks, get into sumo suites.
 - Dora shared there was an employee day, the administrators BOT- would BBQ for everyone and they were serving and socializing, checking in.
 - Maybe can tie in with a softball/baseball game and we have food for faculty/staff and employees.



College of the Canyons
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- Social hour on campus for faculty/staff/students.
- Chili cook-off type of event.
- Painting party - can ask some of our staff in the arts to lead a lesson in painting and we all paint the same picture.
- Pie smashing contest.
- Sink a Scholar - fund raiser, faculty members dress up in a costume and jump off the diving board some faculty members would raise some high funds to jump off the diving board.
- Fun opportunities where we can be silly together and have fun!
- Fundraiser at Mt. SAC - live music video on stage where you can see faculty impersonating Elvis or other performers - the event was called "Puttin' on the Hits" - It was a great fundraiser for Student Scholarships!
- Golf putting contest
- Serve a breakfast for our students - our graduation class has grown so much so it will be a challenge to do something like this but logistics may be an issue.
- This all sounds good, but concern may be public health and having everyone back in tight quarters doing a sport together.
- Dora Lozano shared it is tough to get foster youth population back on campus. Students are concerned with vaccination/not wanting to get tested. How do we share the great resources to students that aren't comfortable coming to campus? May need to do delivery of resources because can't get students to campus.
- Want to be cautious that we are not being insensitive to the concerns and people's comfort level being back on campus.
- Opening Day events - Provide options for in person and remote, however people engaged they enjoyed it - provide inclusivity
- Good food (pizza, cookies/punch)
- We can find the funding.
- Mask removal needed to eat so outside event is needed.
- Prepackaged food (wrapped) is desired.
- Vegan options are important.
- Could be a productive time as well (student support/TLC workshops/services provided).



College of the Canyons
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- Promote vouchers and resources available.
 - Limited “tables” of support opportunities for students.
 - Community building as an ongoing practice.
 - Webpage/link/connectivity opportunity.
 - Electronic tool to support connectivity as opposed to a Zoom (or in addition to that).
 - Event for studying techniques (support of students).
 - Don’t need another event, need more rest.
 - Mental health day (e.g. no meeting Fridays) (No meetings in Dec.)
 - College hours (come together) e.g. lunches in the honor grove
 - One-hour email (week or month) shut-off (no tech?) / Project driven time.
 - Picnics, relax together outside.
 - Increase Open Mics / Good Vibes / DJ time
 - Low stress events, time to see personal side of colleagues
 - Showcase artistic side, expressive time. Make the space for free expression to occur. Keep it simple.
 - Buy Massage Equipment for staff.
 - Brown bag lunch/walks.
- How will the “event” be conducted (virtually, in-person, hybrid)?
 - Flag pole location or Outside of the new Multicultural Center breezeway.
 - Who needs to be involved in the planning, what resources are needed?
 - BANC support as well.
 - As part of Canyons Care - can work to get faculty/staff to come to student sports game or create a dept feud game. Since the pandemic there have been lots of new employees and they don’t know many folks
 - When would be the ideal time to hold the “event”?
 - Avoid finals week.
 - Spring semester
 - Beginning of the term



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Announcements:

- December 2, 2021, 3:00pm - Dialogue: From Surviving to Thriving
- Open Mic Poetry date tbd.
- Spring 2022 – Muslim appreciation series, HBCU and HIS events, Black History Month.
- Critical Race Theory Part 2 coming in May 2022, date tbd.

Next Meeting: February 8, 2022 | 3:00pm – 5:00 pm

Other upcoming (IE)² subgroup meetings:

- Equity-Minded Practitioners – Contact Katie Coleman @ katie.coleman@canyons.edu for more details
- Multicultural Center – Contact Jasmine Ruys @ jasmine.ruys@canyons.edu for more details.
- Alliances – see meeting days/times at <https://www.canyons.edu/administration/ie2/equity/alliances/>