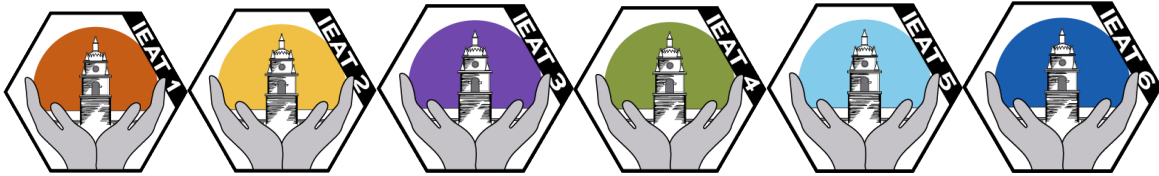


# IEAP Initiative Status Report

## Fall 2022



---

**Initiative Title: Campus Climate Critical Learning Communities (CLC)**

**Initiative Number: IEAT 4.2**

**Lead(s): Kaia Tollefson**

**Due Date: November 18, 2022**

---

### OVERVIEW:

**Purpose:** We have data and findings from our second Campus Climate Survey (CCS) that we have not yet made use of in any organized way. Inclusive Excellence Action Team 4 (IEAT 4), charged with making recommendations for realizing a campus culture of inclusive excellence, worked in Spring-Summer 2021 on coming up with strategies for doing so. This initiative proposes using a combination of Critical Friends Groups – which have become known at CI as Critical Learning Collectives (CLC) -- and Town Hall meetings for discussing CCS findings and strategizing ways to make good use of them.

CLCs are comprised typically of 8-12 people who commit to regular participation (typically for two hours monthly) and the creation of a confidential, “safe-as-possible-for-risk-taking” kind of space. Survey data from CFG/CLC participants over the past several years at CI consistently support the idea that in these groups, support can be sought, risks can be taken, critical conversations can be had, trust can be grown, and thorny problems can be tackled -- all through the process of working on dilemmas of professional practice (for example, campus climate issues) with the help of structured protocols led by qualified facilitators.

**Goals:** Improve campus climate. Objectives:

- create “safe spaces” for students, staff, faculty, and administrators to discuss campus climate survey findings—purposefully building opportunities for critical, confidential conversation and a sense of community for participants
- collect anonymized notes on those conversations and identify emerging themes for needed improvements
- make recommendations to campus leadership and to the campus as a whole on strategies/actions to take
- publish recommendations and ensure transparency on campus climate improvement efforts.

**Metrics/Data for Evaluation:** Feel free to connect with [Matt Zivot](#), Director of Institutional Research, for assistance in thinking through how to convert your initiative’s goals into measurable outcomes.

### Metrics and Data Collection

- Formation of CLCs (yes/no measure)

- Form at least five CLCs with at least 50 participants, including students, staff, faculty, and administrators (September 2022)
- Impact on participants (qualitative feedback)
  - Qualtrics surveys (December 2022, May 2023)
- Recommendations for improvement (yes/no measure)
  - Collate anonymized data from CLC discussions (Spr23)
  - Recommend action items derived from CLC data to President Yao and Cabinet (Spr23)
  - Hold 1-2 campus-wide Town Halls/Discussions on recommended action items (Spr23)
- Published action items (yes/no measure)
  - Track progress through [IEAP website](#)
- Campus Climate Survey findings (quantitative and qualitative findings)
  - Fall 2022: Employees – Job Satisfaction, part 1
  - Spring 2022: Employees – Job Satisfaction, part 2; Students – TBD

### **STATUS:**

**Progress:** As of Spring 2022, 49 of the 73 employees who had gone through a year-long process to become a qualified CFG/CLC coach were still employed at CI. 20 of those 49 indicated potential interest in helping to lead the “Courageous Conversations: Town Halls & CLCs” initiative. Ultimately, 11 coaches committed to helping to lead this initiative. This group met from May-August to support each other in launching their CLC in Fall 2022.

In Fall 2022, all faculty, staff, administrators, and students were invited to join one of 7 groups: 1 for students, 2 for staff, 1 for administrators, 2 for faculty and staff, and 1 for faculty, staff, and administrators.

A total of 74 people are participating in these 7 groups.

### **Formative Assessment**

**Initiative-focused prompt:** What questions or problems have been encountered that “critical friends” reading this progress report (i.e., Strategic Resources Planning Committee, Inclusive Excellence Action Team members, President’s Advisory Council for Inclusive Excellence) can help initiative leads/participants to think about?

- **Question 1:** Once the CLCs have collated their data, identified themes, and recommended strategies/actions to the President and Cabinet to improve campus climate, what would be the best way to share all of this with the campus community?
- **Question 2:** Are the metrics and data collection plans identified above sufficient? Are there suggestions for assessing this initiative in ways not yet considered?

**Institution-focused prompt:** From what you have experienced thus far, should this initiative be considered for permanent funding, if/when recurring funds become available? Why?

Yes. Intentional spaces for making critical, productive, honest conversation about campus climate possible are necessary. CLCs provide a space in which members promise confidentiality (not that this guarantees confidentiality, but asking for this promise from participants elevates the probability), in which sustained attention to problems of practice can be worked on with “critical friends,” and where problem-solving practices and ways of communicating can be learned and practiced.

**Evaluation:** At this time, data are only available on our first metric for evaluating impact of this initiative: Formation of CLCs (yes/no measure). We have exceeded the objective of forming at least five CLCs with at least 50 participants, including students, staff, faculty, and administrators (September 2022).

In September, seven CLC launched, led by 11 CLC coaches. Four of the seven groups are led by co-coaches, and three are led by a single coach. In addition to those 11 facilitators, a total of 63 students, staff, faculty, and administrators signed up to join one of those groups.

**Other:** Not at this time.