

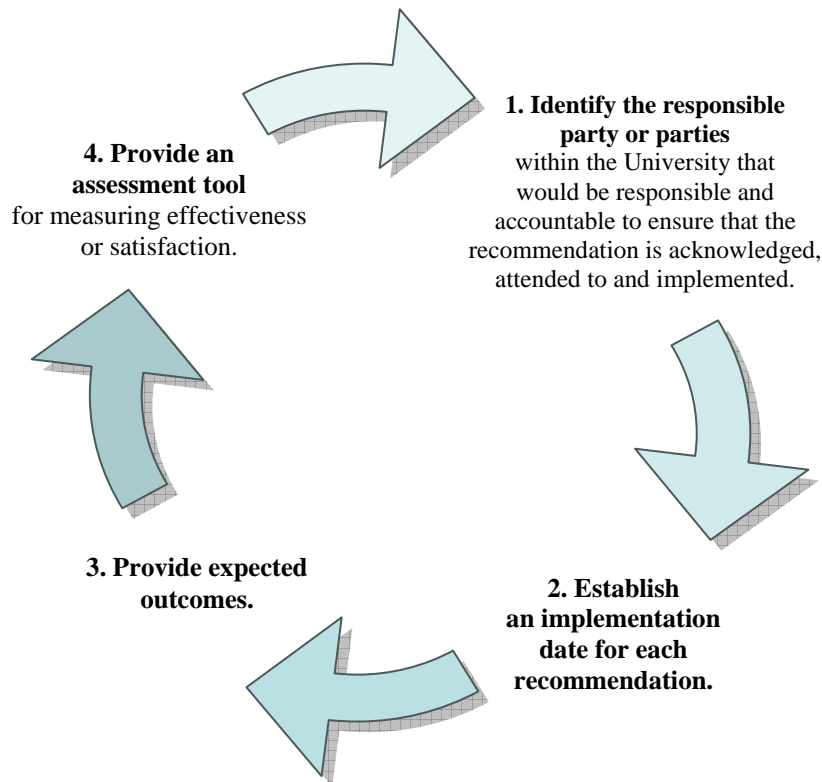
## **HOW DO WE BEGIN?**

### **Associated Communication and Mapping Process for the Action Plan**

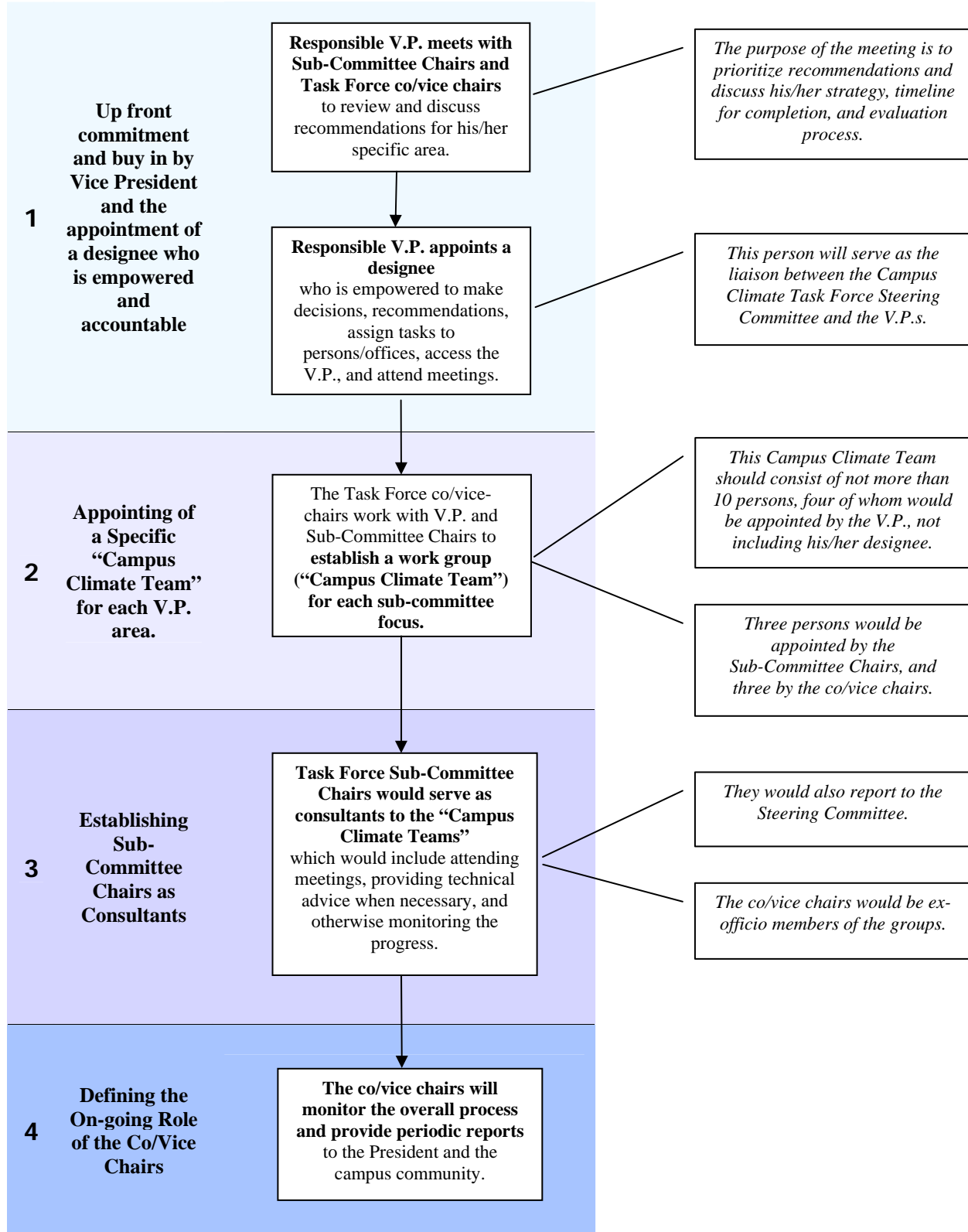
The Action Plan of the Campus Climate Task Force is intended to institutionalize a cultural change on campus characterized by respect, communication, and inclusion. The Task Force notes the need to change entrenched patterns of poor communication where they exist, and the systemic exclusion of stakeholders, particularly those who are ethnically or culturally not of the majority group. Although many of the specific recommendations of the subcommittees addressed specific actions to address these issues, the process for implementing those actions and for ensuring an ongoing positive climate must itself model the “attributes of inclusive organizations.” It must engage the vice presidents who are charged with the ultimate responsibility for implementation and their constituents within their respective divisions in an ongoing dialogue the outcome of which is a cultural change that is felt. In some instances, this dialogue needs to take place across traditional divisional lines as well.

Therefore, to assist in this process and to encourage on-going institutionalization of the action items contained in the Task Force report, the following is given as the communication process of “mapping” for the implementation of the Task Force action items.

These are the few essential elements of each recommendation geared to ensure consistent implementation:



For all Sub-Committee recommendations, “mapping” is defined by the following:



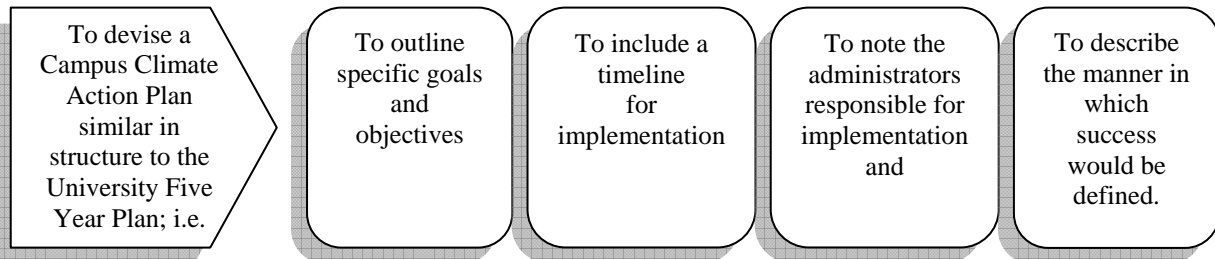
**CONFIDENTIAL DRAFT  
(as of October 16, 2006)**

**Specific Responsibilities:**

Vice Presidents	Vice President Appointed Designee	Task Force Co and Vice Co-chairs	Campus Climate Steering Committee
<ul style="list-style-type: none"> <li>Meet with Sub-Committee Chairs and the co/vice chairs to review, discuss, and prioritize sub-committee recommendations.</li> <li>Appoint a specific designee who will be both empowered and responsible for completion of agreed upon recommendations.</li> <li>Appoint four persons to the Campus Climate Team.</li> <li>Issue reports to the President's Cabinet in conjunction with the co/vice chairs.</li> <li>Insure that the recommendations are implemented and, where necessary, enforced.</li> <li>Attend periodic meetings with Campus Climate Steering Committee.</li> <li>Attend scheduled campus Town meetings.</li> </ul>	<ul style="list-style-type: none"> <li>Serve as responsible party to ensure that agreed upon recommendations are discussed, prioritized, implemented, monitored and evaluated.</li> <li>Serve as liaison between the Campus Climate Team and the Campus Climate Steering Committee.</li> <li>Make periodic reports to the Campus Climate Steering Committee.</li> <li>Arrange meetings of the Campus Climate Team.</li> <li>Work closely with Campus Climate Team and Sub-Committee Chairs (Consultants).</li> <li>Attend scheduled campus Town Meetings.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor overall progress of the Campus Climate Task Force.</li> <li>Provide periodic reports to the President and the campus community.</li> <li>Appoint 3 members to the Campus Climate Team.</li> <li>Meet with the President to discuss progress.</li> <li>Meet with V.P.'s and specific Sub-Committee Chairs.</li> <li>Arrange Town Meetings, Steering Committee meetings, and other meetings as needed.</li> <li>Attend scheduled campus Town Meetings.</li> </ul>	<ul style="list-style-type: none"> <li>Attend periodic meetings as called by the co/vice chairs.</li> <li>Assist in monitoring progress and guiding the process.</li> <li>Provide input and ongoing assistance to the overall process.</li> <li>Assist in disseminating information about the implementation of the Plan.</li> <li>Attend scheduled campus Town Meetings.</li> </ul>

**Task Force Objectives**

President Shirley Strum Kenny convened the Steering Committee of the Task Force for its first meeting on November 29, 2005, charging the group with several objectives:



In addition, the Task Force wanted to ensure that the process of devising the draft action plan modeled many of the 12 attributes of inclusive organizations. A complete description of the rationale for the Campus Climate Survey, the decisions and processes that preceded and followed the appointment of the Steering Committee, a listing of the membership of the Steering and Subcommittees, a description of the process that will follow the release of this draft report to the campus community, and an emphasis on the important overriding role of accountability, please refer to page 56.