

President's Council on Culture
Meeting Notes
February 17, 2020
Provost's Conference Room

Attended: Barry Braun, Catherine Douras, Ellen Fisher, Sue James, Ashley Wilbanks

Absent: Pam Jackson, Carmen Rivera, Emily Wilmsen, Wayne Hall,

● **Approve minutes from last meeting**

- The minutes were approved, Sue will post them to the website.

● **Review Communication Plan**

- Sue sent the *PCC Communications Plan – Draft* in an email on 2/17
- 5 communication goals have been drafted.
- There needs to be a goal added regarding Courage Strategic Transformation (CST)
- There needs to be emphasis put on *taking action* with what we are saying (this is the last bullet in the goal section of the drafted communication plan.
- There needs to be early communication pieces adding regarding having leadership do an audit of their own culture before having a cultural audit done campus wide (Sue, check with President McConnell on this).

● **Website update**

- After reviewing the website, it was decided that the following changes need to happen
 - Check in with President McConnell regarding the charge, would she like to change it? Tony Frank and Cara Neth wrote the original.
 - Add PCC's role in helping with CST.
 - Create a 2019 archive button for that year's notes
 - Update the membership
 - Keep the input form for feedback & add to it that if they would like to remain anonymous that their input will be talked about at the next PCC meeting and added to the minutes which will be posted on the website
 - Add a table about various Presidential groups to show what does and if there is any overlap between them
 - Add an FAQ section
 - i.e. What is accountability? Ask campus what it looks like to them in regards to CSU's Principles of Community (inclusion, integrity, respect, service, social justice)
 - include examples of how we define terms
 - state the difference between each council/commission/group by educating what the PCC does & include hyperlinks to the other groups for reference

● **Review Homework**

- Review of the Multicultural Organization Development (MCOB)
Notes from the 2.3 meeting:
 - This model has been adopted by VPD for all of CSU.

-There are multiple stages to MCOB.

-CSU is currently at stage 2

-Goal: stage 5 and then try to get to stage 6. We recognize this is aspirational as very few institutions of higher education, if any, are at stage 6.

-These steps will be instrumental in creating strategic change

-The stages build on each other; we must progress through each and it is possible to be in more than 1 stage at a time.

-Please see the attached spreadsheet to view the rankings for each bulleted action under Stage 1, Stage 2, and Stage 3. These rankings were determined by the PCC members present at this, 2.17, meeting.

Next Meeting: Monday March 30, 2020 at 1pm, VPR Conference Room