

**Summary Notes**  
**Management Council**  
**Monday, September 12, 2022**  
**9:05 AM – 10:00 AM**  
College Heights, 10-468

**In Attendance:** Emily Barrick, Tarana Chapple, Robert Dean, Krystal Duncan, Charlene Frontiera, David Galvez, Francisco Gamez, Julie Gardner, Hilary Goodkind, Robert Gutierrez, Elnora Kelly Tayag, Stephanie Martinez, David McLain, Joshua Moon-Johnson, Carol Newkirk-Sakaguchi, Yung Nguyen, Heidi Pereira, Kristi Ridgway, Aaron Schaefer, Arielle Smith, Steven Trinh, Jeanne Marie Velickovic, Jonathan Wax, Janis Wisherop, Andreas Wolf

**Co-chairs:** Elnora Kelly Tayag and Kristi Ridgway

1. **Welcome & Community Building** – Co-chairs

Kristi welcomed everyone, reviewed the agenda, and gave some background information on Management Council, how it came about, its purpose, and how we want our work moving forward to be grounded in CSM's Solidarity Statement. This year we will use this forum to discuss and empower one another to be transformational leaders rooted in social justice.

She introduced people who are new hires to CSM and/or in new management positions: Diego, Anthony, David, Carla, Joshua, Stephaine, Priscilla, Joshua, Liz, Yung, Linda, and Andrea. To be successful as an MC team, Kristi explained that part of our meetings will open with a Community Building Activity in order to get to know one another and bring new management into the team.

Ellie explained and facilitated a community-building activity: Bingo

2. **Workshop Activity: Empowerment and Transformation** – Co-chairs

Ellie introduced the activity, which was to write your answers on sticky notes and place them on the easel paper to answer the questions below.

Ellie and Kristi reported out some of the answers to the large group and explained they would use their answers in helping to plan MC activities and set our goals for the year. The questions and a sampling of the answers:

- **How much do you feel empowered in your program to identify and solve problems?**
  - Most fell in the 3-4 range, on a scale from 1-5, 5 being the most empowered
  
- **What do you need to feel empowered in a space?**
  - Safety, flexibility, patience, trust, time to process and plan, support from executive leadership, sense of belonging, representation, visibility, open communication, autonomy, resources, collaborative colleagues, clarity and communication on processes and procedures

- **What support from MC do you need to do justice-centered, transformational work in your program?**
  - Hearing from seasoned leaders, mentoring, transformational leadership training, life/work balance, navigating difficult conversations, AFT/CSEA contract review/updates, meeting facilitation, leading with equity, change management, trauma-informed care, empathy, EQ development
  
- **Specifically, what kind of training and/or development would help you be a transformational leader?**
  - Workshops that my team can attend together with time to reflect and discuss, training in real life situations/scenarios, practical applications of our equity principles, dialogue and engagement on anti-racism, knowledge on how to assess what's not working and make justice-centered improvements, how to upgrade/update outdated/non-student centered systems

**3. Program Spotlight - Aaron Schaefer, Manager of Student Life & Leadership**

Aaron gave a brief overview of Caring Campus, a coaching program designed to assist classified staff in developing and implementing new measures to promote student-friendly customer service. Fauzi has been working to bring the coaching model to CSM for several years, and they will work with our classified staff this year. Managers were asked to assist their classified staff in participating by releasing them from/covering their schedules when they need to participate.

**4. Closing/Gratitudes - All**