

Summary Notes
Management Council
Tuesday, April 4, 2023
10:00 AM – 11:30 AM
14-115

In Attendance: Manasi Devdhar-Mane, Krystal Duncan, Carla Grandy, Elnora Kelly Tayag, Alex Kramer, Clauia Menjivar, Carol Newkirk-Sakaguchi, Heidi Pereira, Kristi Ridgway, Linda Truong, Jeanne Marie Velickovic, Jonathan Wax,

Co-chairs: Elnora Kelly Tayag and Kristi Ridgway

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

Ellie reviewed the agenda and announced the Closing Week Activities for the CSM Centennial. She conducted an Opening Activity, reviewing the Community Agreements and Mindful Listening tenants from Heidi's talk, part 1 last semester.

2. **Activity and Reflection: Internalized Racism, Part 2** – Heidi Pereira, Assistant Project Director, Hispanic Serving Institutions

Heidi led a session that explored internalized racism and challenged the group to take steps to act, not just talk about social justice and antiracism. She gave definitions and explained the difference between racism vs. prejudice and ally vs. a co-conspirator, sharing videos that demonstrated some of her points. She also shared her experience growing up as a Latina, the influence of her mother, and the challenges of pursuing graduate studies as a working mother.

She asked the group to reflect several times throughout the session, providing prompts for them to write in their journals, and had them share with one another in small groups. Her challenge at the end to MC: *What will you stop doing? What will you continue doing? What will you start doing?*

Kristi thanked Heidi for the enlightening session and asked each person to use what they learned and reflected upon to discuss with their supervisor how to put their goals into action, including how to discuss battling internalized racism with their own teams.

3. **Closing/Gratitudes** - All

Alex shared his thanks to Heidi for the great session and to the Marketing team for their assistance with Career Education.