

[Spring Kickoff Recording link](#)

Spring Kickoff - Breakout Session Responses

Group 1:

1. To achieve equitable student success we welcome effective authentic participation in college governance and campus culture.
2. 1) Active engagement with respect and civility, 2) Promoting innovation in quality improvement
3. 1) Practice of preparedness, 2) Understanding of campus culture and governance

Group 2:

1. Efficient decision making with mindful listening to create an inclusive environment that celebrates historical perspective and empathy.
2. Respect within constituency members, Participation in governance while reporting back
3. Changes to hiring committees, processes and appointments; Participating/communicating without defensiveness or personal attack

Group 3:

1. Equity, equality, and diversity in our participatory governance to provide a welcoming space where all voices are heard and respected.
2. Active broad engagement for all employees, growth mindset to learn from others' perspectives.
3. Effective organizational scheduling, committee term limits to promote diverse participation, review governance structures and policies to support the growth of a more diverse campus community, formalized and uniform voting process across committees.

Group 4:

1. Serving Students, Building Community, and Ensuring Equity
2. Fostering engagement, improving unity through increased opportunities for college community interaction.
3. Increase opportunities for rapport building such as weekly walks, team activities, unhosted events like dinner's out, or other community events like college hour events. Regular or cyclical development and implementation of shared goals within existing structures. (Work on shared goals)

Group 5:

1. Our governance structure will embrace diversity, engagement, equity, good-faith, inclusiveness, power of voice, protection, respect, and shared ideas
2. Protection and support of non-tenure faculty, improvement of trust, team work for the good of the college/students (commitment to the vision)
3. Process of voting by ballot, assess student engagement and needs within the governance structure (committee chair mentoring student rep), more breakout room/small group and report out as a whole,

Group 6:

1. Create a highly cohesive, comprehensive, and equitable campus community focused on student educational and career goals.
2. Establish effective communication which fosters enthusiastic collaboration. Prioritize the problems and solutions that impact students through empathetic and active listening.
3. Improve governance structure to enhance transparency and clarity regarding funding streams and budget management. Improve accessibility to committees and other college-wide convenings through the use of technology, such as recorded Zoom meetings.

Group 7:

1. Vision: Supporting student success and equity through authentic communication and teamwork.
2. Behaviors: Committing to reviewing and understanding our equity data and outcomes. Being knowledgeable about past experiences, but being prepared to move on and work together to create a new history and a new normal to best support students.
3. Structures or practices: Create a community of learners focused on active engagement committed to follow-through by implementing and evaluating student-focused success. Process: In order to increase engagement and amplify broad input, ensure that all contract faculty are a member of at least one committee before allowing a single person to be on two committees.

Group 8:

1. Vision: An educational home engaging all constituents to create an informed, effective, equitable, and transformative body, focused on the best interests of the students and community.
2. Actions/Behaviors: Communication
3. Processes/Structures/Practices: Communication. Shared communication for all (top-down)

Group 9:

1. A culture where college governance acts with empathy, and trust, through equality and inclusion of all constituencies, resulting in positive changes for student success.
2. Listen more before you assume what another person means, ask first.
 - a. Be anti-racist, as well as fully accepting of all human differences
 - b. Be honest, put forth a good faith effort
 - c. Check biases, both conscious and unconscious
 - d. Trust and honor others' experiences and feelings
 - e. No judgement
3. Honor, honesty, timely decisions, follow actual process already in place

Group 10:

1. We engage the college community in student centered decision making with transformative purpose, clarity, fairness, equity, empathy, and integrity.
2. Trust, respect, and support the process. Participation with Civility, Respect, Honesty, and Dignity.
3. Agree to Disagree, embrace differences to provide additional perspective. It's not personal, embrace objectivity not ideology. Listen, engage, provide constructive discussion, and debate. Allow time and space to have a complete discussion while remaining open minded and actively listening.

Group 11:

1. Miramar's participatory governance endeavors to have a robust, transparent process which will encompass inclusion, respect, equality, timeliness, and well thought out components for all faculty, classified professionals, administrators, and students.
2. Increase participation, Awareness of biases hiya!!!
3. Reach consensus in a timely/reasonable timeframe; communication which flows in community and not silo's.

Group 12:

1. A non-judgmental, equitable and fair forum where everyone has an equal voice and feels heard and acknowledged respectfully. (Thank you Group 13)
2. Be willing to really listen. Create discussions that are truly equitable for equal "talk" time. Bring the dialogue/conversations back to the larger groups/departments they represent. Have the hard conversations. Have a civil community (what is baseline?) without disrespect.
3. Have a process to have planned whole-college meetings w/all constituencies to be able to attend and participate.

Group 13:

1. A non-judgmental, equitable and fair forum where everyone has an equal voice and feels heard.
2. More transparency and more opportunities to provide input.
3. Term limits for committee members and the scheduling of meetings could be improved.

Group 14:

1. To provide education and opportunities to the student and community through an all-inclusive, respectful, and open environment.
2. Foster a safe and respectful environment for communication and behavior
3. Provide professional development for faculty, classified professionals, administrators, and students.

Group 15:

1. **Vision Statement:** Cultivate an environment of equal voice, without fear of retaliation, where information is used to achieve the goals of the committee or institution.
2. Personal awareness of interactions and your space within the committee. Are you dominating or not participating enough? How long have you been on the committee? What is keeping you for staying on? What is holding you from letting go of the committee spot?
3.
 - a. Middle ground for rotation off of committees and effective training for committee members. Fresh voices to the committee groups.
 - b. Set norms for meeting conduct and create inclusive environment

Group 16:

1. Vision Statement: To advance participatory governance that is inclusive, anti-racist, and empowering for all members of our community
 2. Individual Employees: To be critically reflective of our communication styles and ensure we're opening doors, not shutting them.
- Group: Agree to common purpose. Understand the ground rules. Elevate the voices of people who express marginalization or exclusion.

3. Educate everyone about how to facilitate meetings so they are safe and inclusive spaces, not just a few loud voices. Change the structure of meetings so that there's more opportunity for more voices to be heard. Clarify the confusion about how to provide feedback on the governance handbook.

Group 17:

1. To lift up and empower the voices of our students, colleagues, and community through equitable practices.
2. Individuals: to listen the way we would like to be heard.
3. Individuals: Create a safe environment for all to share their voice
4. Group: Facilitate participation from the bottom up. Ensure support of participation of everyone.
5. College behaviors: Recognition of participation of all through compensation. Better organization of the committee schedule (more spread out and not just on Fridays).

Group 18

1. All voices and opinions are considered and respected.
2. Listen with respect and presence, consider the other's point of view before responding
3. More use of the consent calendar, fewer topics could be covered during governance meetings to allow for greater participation/listening/feedback acquisition.

Vision Statements

Statement 1: To achieve equitable student success we welcome effective authentic participation in college governance and campus culture.

Statement 2: Efficient decision making with mindful listening to create an inclusive environment that celebrates historical perspective and empathy.

Statement 3: Equity, equality, and diversity in our participatory governance to provide a welcoming space where all voices are heard and respected.

Statement 4: Serving Students, Building Community, and Ensuring Equity

Statement 5: Our governance structure will embrace diversity, engagement, equity, good-faith, inclusiveness, power of voice, protection, respect, and shared ideas

Statement 6: Create a highly cohesive, comprehensive, and equitable campus community focused on student educational and career goals.

Statement 7: Vision: Supporting student success and equity through authentic communication and teamwork.

Statement 8: An educational home engaging all constituents to create an informed, effective, equitable, and transformative body, focused on the best interests of the students and community.

Statement 9: A culture where college governance acts with empathy, and trust, through equality and inclusion of all constituencies, resulting in positive changes for student success.

Statement 10: We engage the college community in student centered decision making with transformative purpose, clarity, fairness, equity, empathy, and integrity.

Statement 11: Miramar's participatory governance endeavors to have a robust, transparent process which will encompass inclusion, respect, equality, timeliness, and well thought out components for all faculty, classified professionals, administrators, and students.

Statement 12: "A non-judgmental, equitable and fair forum where everyone has an equal voice and feels heard and acknowledged respectfully."

Statement 13: A non-judgmental, equitable and fair forum where everyone has an equal voice and feels heard.

Statement 14: To provide education and opportunities to the student and community through an all-inclusive, respectful, and open environment.

Statement 15: Cultivate an environment of equal voice, without fear of retaliation, where information is used to achieve the goals of the committee or institution.

Statement 16: To advance participatory governance that is inclusive, anti-racist, and empowering for all members of our community.

Statement 17: To lift up and empower the voices of our students, colleagues, and community through equitable practices.

Statement 18: All voices and opinions are considered and respected.