

December 11th, 12:00 pm

Zoom

Facilitator: Detric Robinson

Invited attendees: Marti McCaleb, Associate Vice Chancellor, EOIX

Minutes:

12:00 Call to Session (Detric)

12:05 Check-In (All Senators)

12:15 Decoding Sand Creek (Chico)

Chico led a discussion on the importance of remembering the Sand Creek Massacre, which occurred on November 29th, 1864. He emphasized the significance of the 150<sup>th</sup> (2014) and 160<sup>th</sup> remembrance of the massacre in 2024. Chico also highlighted the role of Dr. Angela Parker and the John Evans report in raising awareness about the massacre. He then shared a poem he wrote about the massacre, emphasizing the importance of remembering the flags that were raised to signal peace but were ignored by the attackers. The reason why his poem references a white flag and American flag, is because the Cheyenne and Arapaho were flying both flags at Sand Creek to signal peace. This came from the advice of Colorado



## 1:10 Resolutions Breakout (Detric)

The meeting then moved on to discuss the resolutions and action items, with a focus on six ideas submitted by the senators. The senators were divided into breakout rooms to discuss these ideas, focusing on four key questions: the most urgent issues, how the idea could foster a more inclusive and supportive workplace, potential short-term and long-term outcomes, and how the idea could enhance staff morale, engagement, and professional development. The conversation ended with a call for each breakout room to provide a debrief of their discussions.

In the meeting, various groups discussed their insights and concerns regarding budget transparency, communication, and staff morale. Chico's group emphasized the importance of budget transparency and more natural, unscripted town halls. Melissa's group discussed the need for better communication and the potential for a shared governance model. Darlene's group suggested a minimum requirement for interdepartmental communication and the creation of a Change Management Office. Aleesha's group focused on budget transparency and the potential consequences of disseminating budget information. John's group discussed the need for better communication and transparency in compensation and benefits, as well as the impact of budget cuts on staff retention. Maggie's group discussed the need for understanding and trust within the community, and suggested creating an organizational chart to darify decision-making processes. Allison's group discussed the creation of an elections code and the need for a new chair for the Elections Committee. Dr. ended the conversation by thanking everyone and promising to share the insights with leadership.

## 2:00 Adjourn Session (Detric)

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