**PROCESS**

The Student Affairs Equity and Inclusion Committee (SAEIC) discussed the approach to this work, analyzed data including staff climate surveys, Staff Senate work from home survey responses by Student Affairs staff, and results of listening sessions held by SA SVP Dr. Bove during the summer. SAEIC then facilitated 8 unique focus groups comprised of Student Affairs staff by position type to follow up on the themes identified in the data analysis, with a focus on generating ideas and suggestions to address them.

The four themes identified during data analysis of previous climate surveys and listening sessions by the Senior VP for Student Affairs were Communication, Transparency, Job Security, and Race. The SAEIC are now analyzing the data gathered through our focus groups to identify action steps.

**ISSUES IDENTIFIED**

- Communication from senior university leaders regarding the state of the university during the pandemic.
- The impact of the furlough process on individuals and departments, and lack of clarity around additional furloughs or possible layoffs.
- Complications of operating in a virtual space during a time of high anxiety.
- The reduction in staff across several units.
- Stressors affecting peoples' personal lives.
- Intersection of race and racism on all of the above.
- Colleagues are carrying very heavy loads and need to be supported.

**ACTION STEPS**

In progress

**OUTCOMES**

In progress

**NEXT STEPS**

SAEIC will be compiling a list of suggestions and recommendations that will be shared division wide and will result in action steps for the Division to take. This will most likely include changes in policies, procedures, and systems as well as communication and transparency, among others.

**SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE**

1. Listen to your team and constituents
2. Review infrastructure and policy
3. Review scope and content of programs
4. Evaluate structural diversity (data)
5. Analyze strategic partnerships
6. Evaluate vision/mission statement
7. Identify training needs
8. Accountability and Assessment

**LEGEND FOR PRESIDENTS COMMITMENTS**

- Hiring
- Culture and Climate
- Education