

Event: Community + Values Launch Lunch + Online Participation

Date: April 26th, 2019

Next Steps: Pathway leads are reviewing the Recap and Recommendations Report written and reviewed by facilitator group to incorporate findings into future programming and initiatives

Event Recap:

Over 500 people attended the Community + Values Launch Lunch on April 26th, 2019. Over 90 people were trained as table facilitators, with five master facilitators and one representative from CAPE.

From these table conversations, over 600 notes were collected.

From these notes, a small team of facilitators gleaned themes, values, and potential programming ideas. Over 40 facilitators came together to debrief these high-level summaries. Facilitators grappled with the difference between where we currently stand as an institution in regards to our values and priorities, and where we aspire to be as an organization. For many, this exercise revealed that the DU community at large recites similar themes and values, yet the execution of these different priorities varies or lacks across campus.

To accompany the in-person conversations at the launch lunch, community members filled out responses to the same questions that were asked at the lunch on the C+V website:

- 1) What is the belonging that I want and need in the DU community?
- 2) What is my role in building the community I want and need?

Themes From Launch Lunch Notes: The following themes emerged as a small group of facilitators synthesized the notes from the launch lunch and the website.

As people discussed and wrote responses to the belonging that they want and need in community at the lunch, 41 unique values arose through the notes. As we embark on articulating DU's values this academic year, we will include the notes from this event. The following words were the most frequently expressed:

- | | |
|---------------------------|----------------------------|
| 1. Nimble/Open/Innovative | 5. Transparent |
| 2. Respect | 6. Purposeful/Intentional |
| 3. Authenticity | 7. Collaborate |
| 4. Trust | 8. Welcoming/Inviting/Open |

Over 32 programming ideas were also shared in the notes from the launch lunch. Programming ideas that were mentioned more than once are below:

- Facilitate spaces to meet new people
- Service opportunities/Paid days off to volunteer
- Host community events on campus and bring in outside speakers

- Host activities focused on wellness
- Host activities that bridge the gap between faculty vs. staff vs. students
- Connect to the DU neighborhood
- Host knowledge-sharing activities (internal)
- Sync event calendars/Centralize events
- Have senior leaders visit “us” – various levels of the hierarchy

Advice was also shared about what to consider when planning programming. The following are a list of suggested reminders:

- Use inclusive language in all aspects of programming
- Encourage self-reflection through programming
- The actual interaction matters
- Physical space to interact with people is very important – creative, innovative, and non-traditional spaces as well as every-day spaces conducive to conversation

Online Response Themes: Five themes arose from the online responses to the following questions: What is the belonging that I want and need in the DU community? and what is my role in building the community I want and need?

1. Tension between what DU says and what DU does
2. Diversity is important (race, ethnicity, gender, class, financial situation, personality traits, faculty, staff and more)
3. Commitment to the public good is a DU value and behavior
4. Student Centered needs to remain our focus and priority
5. Feeling valued and celebrated means more than we realize
6. Desire for more connection across university/collaboration, more inclusive spaces, equity in compensation, shared vision, higher retention and increased transparency about decisions.

All of the above findings are influencing the programming of the pathways and the overall community + values initiative.