

Meeting Summary – ORGANIZATIONAL CULTURE WORKING GROUP JUNE 16, 2021

The organizational culture working group met on June 16 for a brainstorming session. Members talked about how to define the parameters and scope of organizational culture for the purpose of the group's work, and what culture and climate mean to them from their unique perspectives and experiences.

A common theme was that a positive organizational culture was one that fostered the sense or feeling of belonging, being included and valued. It was suggested that our collective COVID-19 experience and the upcoming campus reopening present opportunities to enhance the quality of the community and its values, norms, expectations and practices. Smaller communities within a whole can increase a sense of belonging overall, and we need to pay particular attention to marginalized groups and to advancing equity, diversity, inclusivity and Indigeneity. The university's strategic framework and institutional goals can provide a consistent foundation for everyone to rally around within their smaller communities. It was noted that a culture of learning and inquiry is inherent to a university community. The group discussed how this particular element could be applied to improve organizational culture.

Further to the Principal's Report on The Conversation, members shared their thoughts about the current state of community and culture, and some of the challenges, barriers, and structural issues. This provided a context to generate ideas that aim to mitigate feelings of disconnect and exclusion, ensure psychological safety, promote inclusion, and drive positive, progressive and sustainable change.

Some of the themes identified include:

- ongoing campus-wide communication, and the importance of acknowledging the impact of world, national and local events on community members;
- the need for preventative proactive measures to support community building;
- mechanisms to measure progress as we enhance inclusion and belonging
- ensuring tangible support and recognition of equity work and those involved;