

WHAM Committee Meeting



Tuesday, December 8, 2020

Attendees: (right click the box to change it to a check mark)

Minute taker: Sarah Schmidt

- | | | | |
|------------------|------------------|-------------------|----------------|
| ✓ Kelly Fang | ✓ Jason Dempster | ✓ Lisa Broek | ✓ Steve-Murray |
| ✓ Dylan Walker | ✓ Susan-Fox | ✓ Sarah Schmidt | ■ Tracy Arndt |
| ✓ Annie McBurney | ✓ Randi Hartman | ✓ Stephanie Alden | |

Agenda

Creation of Sub-Committees

We propose creating sub-committees to help carry out the tasks for each of the activities and events we offer our community.

A) Classes

- [WHAM Class Registration and Cancellation Process](#)
- [Roles & Responsibilities for WHAM Classes](#)
- [WHAM Class Committee Lead/Apprentice Role](#)
- [WHAM Templated Emails](#)

B) Lunch & Learns

C) Getting new/more employees to participate

Proposed Framework:

- Semester-long positions to limit the load and create more rotation and shared responsibility
- One person would be the lead
- One person would be the apprentice, who would step into the lead role next
- An additional 1-2 people to help/support

Discussion Notes:

- Kelly - background for the creation of the sub-committees - trying to keep the workload fair, and hopefully responses will be nicer if comms are coming from fellow colleagues and not someone associated with employment services
 - **Feedback**
 - There has been significant changes in how WHAM classes are managed and run. Items like extra outreach and google meet invites are new. Do we need to do all this extra work? Can we just trust people to sign up or not sign up.
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- That makes sense. Looks to be ways we can cut back on the list of administrative tasks. With the shift in committee work to more administrative - is it necessary to have an athletics liaison?
- It helps to have the same person to work with the instructors to develop a relationship and consistently. Rotating the contact can be frustrating. In some ways, having Lisa as the one contact person was helpful. So is it helpful to have committee members engaging in administrative tasks instead of advising.
- Seems like the contractual/adjunct instructor payment piece etc. Should be not under committee. But the outreach to peers could be done.
- **Enrollment:** Draw a hard line - if it doesn't reach minimum, class will be cancelled.
 - Should provide a roster to instructors with information of low enrollment, but do not include participants to avoid "lobbying to keep someone's job"
 - Suggestion: if a class doesn't reach minimum enrollment, offer a second chance next session to offer it. If there is a second miss of minimum then no longer offer the class.
 - Would add can discuss in committee after the first time a class misses minimum to see if there is a logistical change we could make to promote success.
- **Committee Work:** Options for chunking things out for Committee work:
 - Mac Daily Posts - both WHAM and L&L
 - Communicating rosters and announcing cancellations
 - Should be a consistent person. But no matter who sends cancellation emails, there will be negative and harsh responses.
 - Employment services will continue to manage but will bring particularly egregious responses to the Committee (removing identifying information).
 - Responding to questions/email responses in the inbox
 - Could be more complicated given many questions would be kicked to Kelly and Jason anyway.
 - Something to keep - email to instructors before class starts to share a roster and give time to garner additional participants if they wish.

- Who would send the rosters? Not a difficult lift.
- Since 4 instructors are Mac employees, can we have ITS give access to the rosters in the system? Then it's on them to get their roster.
 - Could share the shared spreadsheet, but salary information is included and would prefer to not have to create a separate spreadsheet
- Eliminations
 - No more meeting invites
 - Instructors can be told "best practice" to send meeting invite when they receive their roster.
 - One last outreach to previous class attendees but then cut the extra email outreach
- **Committee seems to be shifting from purely advisory to adding more administrative.**
 - Counterpoint - the Committee should be focused on active volunteering during events like lunch and learn and flu shot, being advocates to get participation, not answering emails and strictly administrative roles.
 - Two pillars:
 - WHAM Classes
 - Future of WHAM - Is it worth still offering in person?
 - Better to pair down and offer fewer classes - circuit training, a couple yoga classes
 - Other option is to use the 2 strikes method and rely on "survival of the most popular"
 - Worth keeping the meeting invites while classes remain virtual so Zoom link can be shared.
 - Instructors create meeting invites so they can be the host of the Zoom meeting.
 - Post COVID - could shift the calendar invite to the instructors when they get their rosters.
- Lunch and Learns

New Committee Member

New faculty member may be announced today.

Activity Classes - Using Zoom

- Winter Session: January 4 to 29
 - Registration open December 7 to 16
 - Circuit Training: Monday and Wednesday
 - Hatha Yoga: Tuesday and Thursday
 - \$30 for twice per week 4-week session
- Spoke with Patricia Brown about offering African Dance class for WHAM
 - She wants to think about how it could work over Zoom
 - May choose a different framework than the 60 min 6-week class
 - Follow up call scheduled for 12/16 to decide if she wants to move forward
 - Given Patricia's hesitation about virtual, suggest reach out to her and table until in person is an option again.
- Pending Patricia's decision, Kelly will follow up with Devavani on her idea to offer a Yoga for women of color or for all BIPOC staff & faculty
 - Maybe reframe and put under a different category of not the "movement class" box and market as part of wellness initiatives to support BIPOC faculty and staff.
 - Could try a teaser free class


Lunch and Learns - Using Zoom

- **Recap: Wednesday, November 18, 2020**
 - Speaker: [grey doolin](#), MEd. (pronouns: they, them, their)
 - Topic: Looking Back in Order to Move Forward. A Workshop of Review, Celebration, Integration, and Intention-Setting.
 - 23 registered and 14 attended
- **Upcoming Dates:**
 - Thursday, February 4
 - Wednesday, March 24
 - Wednesday, April 28
- **Potential Speakers/Topics:**
 - [Dr. Sara Jean Barrett](#): Naturopathic Doctor at Wellness Minneapolis.
 - "I strive to build strong relations with my patients and inspire them to make lasting changes in their health. My goal is to dig into the root cause of your conditions and help initiate whole body healing. My naturopathic practice focuses on autoimmune disease, chronic ailments, hormone imbalance, and digestive concerns."
 - "Co-founded Wellness Minneapolis to create a space for my patients and other holistic care practitioners to thrive. Together we can bring holistic healthcare to the forefront of medicine."

- (Ask for Feb) [Sam Dylan Finch](#): Positive psychology/wellness coach and writer in Portland, Oregon. Topics: Resiliency, ADHD/Executive Function, Trauma Response. Read their [blog](#) for more information.
 - “My clients often describe themselves as “chronically stuck,” battling a vicious cycle of procrastination, overwhelm, and self-sabotage.
 - *I don’t know how anyone manages to stick to a routine. I’m lucky if I remember to brush my teeth in the morning.*
 - *I’ve always thought of myself as being ambitious, but every time I try to start something, I just... freeze.*
 - *Procrastinating makes me miserable. So why do I keep doing it?*
 - *No matter what I try, I always end up feeling too overwhelmed to function.*

You might be dealing with something I call “panic by a million paper cuts” — seemingly small, everyday emotional injuries (the missed deadline, the pile of dishes in the sink, the unscheduled appointments, the unused planners) that wear down your self-esteem and sense of efficacy overtime.”

- (Explore if available/feasible) [Nicole Cardoza](#): Social entrepreneur, investor, author, and public speaker making wellness accessible for everyone. Nicole brings education and inspiration on anti-racism, wellness and social entrepreneurship to Fortune 500 companies, universities and conferences. She has inspired employees, entrepreneurs and students alike with her passionate, educational, and action-oriented storytelling. From a TED talk to fireside chat on a college campus, Nicole’s ability to elevate and inspire sparks the inner changemaker in each of us.
 - She has been recognized as one of the most influential changemakers in wellness by Forbes, Well + Good, and Wanderlust; and routinely speaks on social impact, equity, and health at foundations such as the Aspen Institute, universities such as Harvard, and Fortune 500 companies including Nike and Lululemon.
 - Founder, Anti-Racism Daily | A daily newsletter with actions and education to dismantle white supremacy with over 60k subscribers.
 - Founder, Yoga Foster | A non-profit providing yoga resources, training, and mats to over 100,000 students in 4,000 elementary school classrooms each year – in partnership with Lululemon and CorePower Yoga.
 - Founder, Reclamation Ventures | A venture fund that invests in high-potential, underestimated entrepreneurs making wellness more accessible that has re-invested over \$2.5M from the wellness industry into communities that need it most.



- Nike Training Yoga Council

For next time - equitably sharing responsibilities for Lunch and Learns

Well-being Program Kick-off

- January 2, 2021, Macalester's Living Well portal is open
- Letter mailed to homes in January
- Take your health assessment to start
- Kelly kicks off the Facebook Group Wellness Support on January 18

Budget Update (Randi)

Will email updates

Proposed Next Meeting Date & Agenda Items:

- Meet the week of January 11