1. **Check-in and Overview**

2. **Focus Topics (focused on academic senate)**
   - Acknowledging the feelings in the room
   - Racialized context and discourse
   - Process vs. content
   - To focus on the process let the content off the hook
   - Group strategies for holding
   - Difficult engagements
   - Intent vs. impact
   - Who are our white ally
   - Share white lack and color community
     - **2-3 Sessions:**
     - Emotional IQ expression
     - How to engage in critical thinking dialogue
     - Scenario

3. **Action Items: Climate Survey and EAC name and structure**

4. **Closing and Checkout**