

UCIC Meeting  
Friday, November 9th  
1:00pm - 3:00pm  
2 Hornby

- ❖ Dr. Jesús Garcia Treviño
  - Consultant and Interim Director, University-wide inclusiveness and community
  - People are not always thinking of Inclusive Excellency
    - Inclusive Excellency: getting people to think of the fundamentals of these issues and holding every one accountable to do some sort of work towards diversity for all
      - If everyone makes
    - Inclusive Excellency: systemic approach towards making change at the university
      - Normally change is piecemeal, happening after an event or crisis that sparks some sort of issue or oppression – we should be proactive
      - Dr. Treviño has created different levels of accountability on other campuses to make educators and students take initiative to create IE at their schools
  - Who is doing diversity work and who is not? – from online research prior to coming to Redlands
    - Scored out of 20 points – 10+ points = a star
    - Rating based off: inclusive of the word diversity, images that show diversity, statement of diversity, programs and services for diversity etc.
    - Student Affairs/CDI, CAS, College of Ed. are doing diversity work according to the scale
  - What is it that we are doing to prepare all our student for living in a diverse democracy?
  - Dr. Treviño's Tentative process of evaluating our inclusivity/diversity
    - Peer institution comparison almost complete
      - important to give context for where we are at
        - ◆ ex. Other schools have diversity officers within different places or schools on campus instead of one chief diversity officer overseeing the whole campus – a decentralized model
    - when you have the president and provost on board, the rest of the university follows
    - if we create a culture/ethos of “this is how we are going to behave” then those who do not fit with inclusive excellency will leave or not be attracted to the school
      - you begin to recruit people who have a background of diversity and inclusion rather than just candidates of color for example
      - based on socializing an inclusive excellency pedagogy and demanding that all educators incorporate the pedagogy
      - allows people to see that our current campus climate may not be as diverse and inclusive as we may think
  - Dr. Treviño's proposed structure: each school has their own Inclusive Excellency committee with an Inclusive Toolkit to hold themselves accountable for an inclusive pedagogy
    - Toolkit ideally helps schools to embed inclusive excellency into their curriculum, buildings, etc.
    - Here to make CDI stronger – into new 21<sup>st</sup> century thinking for intragroup and intergroup working to insure that intersectionality is being recognized across campus

- Intergroup dialog program - 250 students meeting over the course of 6 to 8 weeks that separate into smaller groups to tackle efforts for inclusivity amongst different diverse identities ??
  - Would like to meet with the different groups or schools UCIC members belong to talk to them and provide diversity training
- ❖ Dean Andrew Wall
  - School of Education on Inclusive Excellence and Inclusive Pedagogy
  - School of Ed operates at 3 levels that challenge the conventional notions of education and teaching
    - First: preparing people to work in diverse context in a culturally context manor – has to be central to inclusive pedagogy
      - Second and third levels afford for inclusive pedagogy to be a basis/practice in their classrooms and curriculum
    - Second: what actually happens in the school – are we acting in an inclusive pedagogy
      - School of Ed. has a requirement in every program to have at least one dedicated diversity and social justice outside of their embedded inclusive pedagogy
    - Third: who are we really? What is our mission? – organizational structure of the school of education
      - Worked to structurally change the diversity of students and faculty to reflect the areas/school districts they serve – which are predominantly made up of people of color
  - Hopes for a Center for Teaching and Learning to focus of faculty and professional development with an inclusive excellency proponent
  - Is there a way to integrating an inclusive pedagogy into the evaluation of tenure promote?
    - Social Justice ethos most commonly reaches and includes inclusive pedagogy
  - Campus climate survey for all schools to encompass student experience/comfortability in the classroom
    - Include Hunsaker Chair to build upon current evaluations
- ❖ Innovation Grant can be allotted to schools who have ideas to progress Inclusive Pedagogy
- ❖ Next Meeting:
  - Kuncl, Kathy and Jesús are invited
  - Keith will be stepping down as chair and we will decide how we would like to proceed next semester
    - He will be sending out a piece of his vision for how the council will proceed
- ❖ Monique: University-Wide Communication
  - Do we have a boiler plate contract in which speakers will say they do X, Y, Z? And how do we challenge that if speakers contrast what we would like to do?
    - To create visualization to portray our inclusive and diversity efforts
    - pre- and post-communication
      - pre – to get people to convocations
      - post – to share how people felt about speakers
    - Is cost and issue? – yes talk to Peter

Next Meeting – Friday, December 7 – 1-3 pm