

UCIC Minutes
Friday, October 12, 2018
1:00-3:00pm
Hornby Hall 2

Next meeting: November 9, 2018.

Supporting CDI

1. How are you doing?
2. What have you learned throughout this period?
3. What are some things this group can help you on?

Donna

- ❖ Engaging with a longtime friend about a Diversity consultant
- ❖ Having these recent challenging experiences has help her learn a lot about how we can move forward as a community
- ❖ Breadth and depth of the nuisances of our students of color – how do we make sense of this and how, when and where we support these student?
- ❖ Consultant hired on campus by November 1st (if all goes well)
 - Committee feels good about prospective consultant
- ❖ What next after a consultant comes to campus?
 - Potential consultant has a plan but how can UCIC and the community come together to figure out what these next steps look like?
 - Consultant will be embedded in the community, as well as a resource for students in this current environment

Demeturie

- ❖ Students don't know that there are advocates and allies for them outside of CDI
- ❖ Personal perception of CDI – what we do, who we help, what our space is – is very different from what those outside of the center believe it is
- ❖ This work is exhausting, tiring and CDI is not the place where people go to for diversity work
 - It should not be all on the center
 - POC, LGBTQ+, and others should not feel like CDI is their only place to go
- ❖ All this work to make the university more inclusive should not be on all the people running CDI
- ❖ What students want is not always what we can do and what we can do is not always what students want

Group

- ❖ It is on us – faculty, staff, admin – to change this belief that CDI is the only place for students to go
- ❖ How can UCIC be a part of strengthening CDI and students' confidence in the institution?
- ❖ Human Infrastructure – how does this present itself? How can allies on campus tell their stories and demonstrate that they are here for students?
 - There were efforts to ask faculty and staff if they would be public allies

- Faculty meetings may be helpful to get more on board
 - ❖ We need to get some clarity or footing to ensure that we are not leaving meetings thinking “what do we do now?” or “what are we doing now?”
 - Now is the time to rally around and embrace our students
 - We need to work with our students, boots on the group
 - How do we rally?
 - Active re-engagement with our students – spending time with students not just in class
 - How well do we know each other (in UCIC)?
 - How do I meet someone to be able to feel comfortable and natural to ask them how their day is going?
 - This is an effort to help people be able to direct their students to someone who has had many of the same experiences in this environment
 - ◆ We need to be better at identifying this – make a list of faculty, staff, administrator who is available to students for CDI and others to refer to
 - This help makes CDI’s advocates, allies and resources visible
 - Next step is to make this a part of our culture
 - Campus Diversity and Inclusion (CDI) not just a center
 - Recreating the image and language around CDI can transform the way that we view the structure and impact that CDI has on our community
 - ◆ We need to be more present physically in CDI to support Demeturie
 - Ideas around the notion that CDI is where faculty or students go to deal with the “fear” of diversity limits the center and its ideology on campus
- ❖ Spreading to SIS and other groups is concerning because CDI requires an expertise to do the work that they do
 - Worry of students is that CDI will be absorbed by groups that will not have that expertise
 - Is there a way to draw on the expertise of other groups or departments and turn it on to the needs for CDI and the students
- ❖ Should we move our meeting places to a more visible space? Should we invite students to meetings that will not need a confidentiality notice?
- ❖ Next Meeting: (to do before next meeting)
 - Scheduling schools/departments to come to the meetings?
 - Meet with Demeturie to work to get faculty in CDI – Peter
 - Members will start to go to CDI during lunch – two lunches at least
 - Series of steps:
 - Invite students to come to UCIC meetings as a check-in with students
 - Figure out who we are and what we do as a council
 - Invite new consultant
 - What is the mission:
 - It’s been a struggle having come out of the Race forum on campus
 - Bring recommendations and ingrain issues of inclusion
 - What can be done to facilitate and move along these issues
 - We’ve outlined a vision but it’s still coming together
 - Is UCIC apart of CDI?

- Student agenda based meetings and missions to help students feeling like they are driving their concerns – becomes what the students would like to see and give us an idea of what we are doing or what we should be doing.
- UCIC should move its movements across the campus to reach all groups

Inclusive Pedagogy/ Inclusive Excellence

- ❖ Everything we do can be around inclusive pedagogy
 - We can help other departments refine their focus in different directions to expand their current missions to be even more inclusive of issues or groups of people that they may not be aware of
 - This is a way for us to reach many more places on campus
- ❖ Pedagogy belongs to everyone – everyone, every office, every department on campus is an educator that provides this inclusive service to everyone
- ❖ Building this into our infrastructure to promote inclusive excellence
- ❖ Diversity and inclusion is not just about bringing diverse bodies to campus – it is about giving them the tools to success and feel comfortable on campus
- ❖ One example: is hybrid-trade programs to give our students the tools to have a leg up in their fields going into the workforce
 - Aligning skills from your major and to the job market
 - This is relevant to many of our students who come to college with the idea that this degree will get me a job to move from my lower-class status
 - There are places on this campus where this talk is taking place
- ❖ Role of the liberal arts education? Can it be beyond just educating?
- ❖ Highlights in the School of Education
 - Focus and define who our target with the inclusive pedagogy
 - Inequality is inevitable but not taking action to address this inequality is perpetuating it – so how will we take this into our campus?

OER

- ❖ Beneficial to all students
- ❖ Take a look at the report
- ❖ Many are not thinking of their work as inclusive pedagogy

HERI

- ❖ Study campus climate survey
- ❖ Results were not appreciatively different from the national average
 - Tough because we could not find places where we were doing great or places where we could do better
- ❖ Survey is not showing much different across any campuses
- ❖ Full survey, multi-method information seeking effort
- ❖ If we really want to be informed on what is going on within our campus and what change needs to be held, we need to spend the money

Final Thoughts:

- ❖ November 1st, Patrisse Cullors and Richard Edmund Vargas will be coming to campus at the Memorial Chapel at 7pm
- ❖ Invite those engaging in inclusive pedagogy to our meeting.

- ❖ Ralph Kuncel has been invited to our last meeting, December 7th.
- ❖ Brainstorm who may take on UCIC facilitation role in the Spring