



## UNIVERSITY-WIDE COUNCIL ON INCLUSIVENESS & COMMUNITY

Meeting of April 29, 2016

10:00 a.m. – 12:00 p.m.

Redlands Room, Armacost Library

### AGENDA

#### 1. Working Group Updates:

- a. Faculty Working Group [Julie Rathbun]
- b. Draft of Hate/Discrimination Statement [Elana Rapp]
- c. Response to Council request from March Council meeting for update to Admissions Matrix #13,14,15,17 [Belinda Sandoval-Zazueta]

#### 2. Recommendation Matrix Discussion:

- a. Orientation / Student Life Revisions to Matrix Items #10, 11, 12 – Distributed at March meeting and already reviewed by Council – Should changes be adopted by Council?
- b. Interviews as Part of the Application Process – Matrix #16
- c. If time:
  - i. Matrix Item #23 – Expanding CDI
  - ii. Matrix Item #25 – Cultural Competency Training

#### 3. Results from Council Survey [Leela MadhavaRau and Sheila Lloyd]

- a. Facilitation / Organization of Council Moving Forward
- b. Working Groups

#### 4. University-wide Council on Inclusiveness & Community Fall Retreat [John Walsh]

#### Topics/Discussion Items for Future Meetings:

- a. Invite Jared Rodrigues (Director, Student Conduct & Peer Ed, Student Life) to future Council meeting to discuss Title IX survey
- b. Invite Provost Kathy Ogren to report on progress made with faculty and CAPS demands.
- c. Creating a positive racial campus climate
- d. Inclusive excellence and equity goals: what would equity-minded programs, pedagogies, and practices look like on our campus?
- e. Creating learning outcomes that promote equity
- f. How do we remedy marginalization on our campus?
- g. Religious inclusiveness



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### MEETING MINUTES

**Present:** Ralph Kuncl, Wendell Barner, Janee Both-Gragg, Robin Cooper, Sean Dunnington, Brent Geraty, Larry Gross, Priya Jha, Sheila Lloyd, Ruijin Ma, Leela MadhavaRau, Dennis McIn, Damara Miller, Ralph Olivas, Keith Osajima, Charnese Patterson, Elana Rapp, Julie Rathbun, Joseph Richardson, Zack Ritter, Belinda Sandoval-Zazueta, Avijit Sarkar, Tim Seiber, Ron Troupe, James Warren, Lauri Grier (staff to Council)

**Unable to Attend:** Kamala Gollakota, Isabella Griffin, Dominique Lombardi, Jeff Martinez, Nora Pulskamp, Conroy Reynolds, Destiny Saleem, Marco Schindelmann, Emma Wade, John Walsh, Michelle Yeh, Mikey Zamir

At 10:05 a.m. President Kuncl welcomed the Council.

#### 1. Working Group Updates:

##### a. Faculty Working Group [Julie Rathbun]

The Faculty Working group is in the process of writing recommendations for the 11 approved 2016-17 faculty searches.

##### b. Draft of Hate/Discrimination Statement [Elana Rapp (convener), Leela MadhavaRau, Marco Schindelmann, Emma Wade, John Walsh]

A draft statement has not been completed. Instead, this working group met once and discussed how the Council should communicate with the rest of the community. The group suggests that Council Meeting Minutes and the Recommendation Matrix are made public. They also propose establishing a Bias Incident Report Team (BIRT) and a bias protocol. The group will meet again and focus on drafting a statement to the community.

Damara Miller suggested forming a working group to investigate how to assist in better identification of underrepresented groups currently reported as Caucasian but who might self-identify within a separate group (such as Middle Eastern). Besides Damara Miller, others who expressed interest in participating in a working group were: Brent Geraty, Leela MadhavaRau, Belinda Sandoval-Zazueta, and Tim Seiber.

##### c. Response to request from the March Council meeting for update to Admissions Matrix #13,14,15,17 [Belinda Sandoval-Zazueta]

In response to the request made at the March 31, 2016 Council meeting, Belinda Sandoval-Zazueta provided the following updates:

**Item #13**

- Leading the Admissions team with multicultural recruitment will be Sayjal Waddy, Assistant Director of Admissions and Admissions Host Coordinator; Ramiro Campos, Admissions Counselor, CDI and NSP Liaison; and Carlee Shultz, Admissions Counselor and Admissions Host Co-coordinator. In partnership with the Director of Admissions, they will put together a multicultural recruitment plan for 2016-17.

**Item #14**

- Nori Patterson, a first year admissions host and active member of CDI will serve as the Admissions primary liaison to CDI. Admissions will also designate two students (to be named) that will assist in multicultural recruitment efforts.

**Item #15**

- Admissions offered two focus groups this past semester open to the student community to discuss admissions and the recruitment of students of color.
- A letter from Leela MadhavaRau that talks about diversity and inclusion has been sent to all admitted students.

These revisions to the Matrix were accepted by consensus.

**2. Recommendation Matrix Discussion:****a. Orientation / Student Life Revisions to Matrix Items #10, 11, 12 – Distributed at March meeting and already reviewed by Council – Should changes be adopted by Council?**

Council agreed to adopt the changes to the Recommendation Matrix Items 10, 11, 12 which were written and shared at the March 31, 2016 Council meeting.

A brief discussion of these items about new student Orientation followed. It was suggested that:

- The School of Business, the School of Education and our regional campuses feel very isolated from the main campus as a whole and from programs such as CAS Orientation.
- Faculty need to receive appropriate diversity training as a part of their own orientation.
- Need to be mindful that race is not the only diversity issue to be addressed; mental and physical abilities, sexual identity, and other issues and categories need to be considered.
- The Common App, which is our source of federally approved self-identification, is being updated to include gender options.

CDI will offer 13 new workshops this fall and welcomes volunteer input and assistance from within the University. Tim Seiber, Damara Miller, and Robin Cooper expressed interest in helping with this program.

**b. Interviews as Part of the Application Process – Matrix #16**

A discussion of Recommendation Matrix #16 commenced, noting that it must be remembered that not all students may be able to afford a campus visit. Admissions confirmed that other options are available: telephone, FaceTime, Skype, visits by Admissions counselors to outlying areas, among others; however, these options are not frequently used/asked for. Interviews are very much an option for any potential student, and are referenced in the catalog and information that is mailed out. It was suggested that there should be a stronger outreach to local communities and parents. Admissions tries to cater to the needs of each individual and their family. They would like to be considered as “counselors” not just “recruiters”. Help in filling out applications is offered to students and parents who need it and ask.

### **3. Results from Council Survey**

Results from the Council Survey were distributed before the meeting, and conversation about the summary was led by Sheila Lloyd. 22 surveys were completed out of 36 Council members. Some notable results:

#### **a. Facilitation / Organization of Council Moving Forward**

- 50% recommend adding a co-facilitator
- A long-term schedule of Council dates should be completed
- Most feel current communication within Council is sufficient
- Council members should serve one year to preserve continuity (but a portion of membership should cycle to allow greatest impact)

#### **b. Working Groups**

- A Steering Committee was suggested to develop Council agendas. The committee should include at least 1 student, 1 faculty member, and 1 staff member, but should not be a permanent fixture (should be rotated periodically).
- Working groups should keep minutes and provide a summary of their meetings.
- Sheila Lloyd and Damara Miller will begin work on an interim report from the Council to the community. Other members of Council may be asked to assist.

### **4. University-wide Council on Inclusiveness & Community Fall Retreat**

All Council members should let Lauri Grier know their preference between a half or full-day for a Fall Retreat. One of the results of the Fall Retreat should be to develop a Diversity Strategic Plan as well as an opportunity for Council members to get to know one another better. The retreat must be a “call to action” not just another meeting. A part of the agenda should include an analysis of what policies/practices are in place and what remains to be done within our community.

### **5. Action Items**

- Council agreed to a May meeting, which will be scheduled.
- Council members should send nominations for Council co-facilitator or willingness to volunteer as co-facilitator to Lauri Grier.
- Council asks the President to have his Cabinet update them on any progress within the Recommendation Matrix.
- Belinda Sandoval-Zazueta will add detail about the impact of an interview to Matrix #16.
- Begin a working draft of an interim report (Sheila Lloyd and Damara Miller) to include a call for feedback from the community.
- Group will be asked to assist in planning the Fall Retreat and its agenda to include: Kendrick Brown, John Walsh, Sheila Lloyd, Leela MadhavaRau, Sean Dunnington, Damara Miller.
- Leela MadhavaRau will share the FYS syllabus once it is finalized.

The meeting concluded at 12:18 p.m.