



**UNIVERSITY-WIDE COUNCIL ON INCLUSIVENESS & COMMUNITY**  
**Meeting of Wednesday, June 1, 2016**  
**10:00 a.m. – 12:00 p.m.**  
**Redlands Room, Armacost Library**

**AGENDA**

**1. Council's Effectiveness & Goals**

- a. What has been accomplished this year by Council?
- b. Unfinished tasks? Goals for future
- c. Creating conditions in which the Council addresses concerns of students, faculty, and staff in the Schools, not just in CAS
- d. Vision of campus with respect to diversity, inclusiveness, and community

**2. Council's Self-Governance**

- a. Facilitation of Council & timing of transitions
- b. Size of Council
- c. Length of service
- d. Should membership on the Council require a commitment to serve on a working group?

Proposed Working Groups:

- Academic Affairs
- Bias Incident Response
- Communications
- Equity, Inclusion and Diversity Strategic Plan
- Students Affairs

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

**4. Agenda for First Fall Meeting & Planning the Schedule**

**5. Expectations for Council Members**

- a. Avenue for self-criticism
- b. Promoting trust and fostering respect among Council members
- c. Responding to internal & external criticism of the Council

**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. Creating a positive racial campus climate
- c. Inclusive excellence and equity goals: what would equity-minded programs, pedagogies, and practices look like on our campus?
- d. Creating learning outcomes that promote equity
- e. Religious inclusiveness



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### MEETING MINUTES

**Present:** Ralph Kuncel, Wendell Barner, Janee Both-Gragg, Robin Cooper, Brent Geraty, Kamala Gollakota, Larry Gross, Priya Jha, Sheila Lloyd, Ruijin Ma, Jeff Martinez, Dennis McIn, Damara Miller, Ralph Olivas, Keith Osajima, Charnese Patterson, Elana Rapp, Julie Rathbun, Conroy Reynolds, Joseph Richardson, Zack Ritter, Avijit Sarkar, Marco Schindelmann, Tim Seiber, Ron Troupe, John Walsh, James Warren, Lauri Grier (staff to Council)

**Unable to Attend:** Sean Dunnington, Isabella Griffin, Dominique Lombardi, Leela MadhavaRau, Nora Pulskamp, Belinda Sandoval-Zazueta, Emma Wade, Michelle Yeh, Mikey Zamir

At 10:05 a.m. Sheila Lloyd welcomed the Council.

#### 1. Council's Effectiveness & Goals

##### a. What has been accomplished this year by Council?

The Council discussed the progress and accomplishments of the Council and the University since its first meeting in January, including:

- Feedback provided to CAPS on position request criterion on diversity;
- Suggested guidelines being prepared for the Deans for consideration in fall searches;
- Discussions and recommendations have been made regarding new student orientation and Orientation Leader training;
- Admissions has established and confirmed CDI liaisons;
- Student recruitment and application process were reviewed and recommendations made;
- The value of stress testing was discussed and Administration is following up to implement;
- The Council learned and became more familiar with the language and terminology of Diversity;
- Students sponsored and hosted a successful conference "Race on Campus".

##### b. Unfinished tasks? Goals for future

The Council suggested that some goals for future discussion and action might be:

- Writing and implementation of a University-wide Council on Inclusiveness and Community Strategic Plan;
- Equity of services across the University from both a student and faculty/staff perspective;
- Ombudsman office;
- Intersectionality component in current training in diversity

**c. Creating conditions in which the Council addresses concerns of students, faculty, and staff in the Schools, not just in CAS**

This topic has been tabled for the Fall Retreat.

**d. Vision of campus with respect to diversity, inclusiveness, and community**

Council members shared the following as part of their vision of what our campus should be:

- Filled with “good listeners”
- Have the ability to take criticism constructively rather than defensively
- Be okay with stretching and growing
- Leave room for others
- Climate and equity are more important than numbers
- Diversity is not only about race
- University-wide responsibility, we’re all in this together
- This work is a calling

**2. Council’s Self-Governance**

**a. Facilitation of Council & timing of transitions**

President Kuncl shared that this Council was begun with the idea that once established, he would turn over leadership to others on campus. Now with Sheila Lloyd voted as Co-Facilitator, the President announced his intention to step back from Council at the end of this meeting. A discussion followed regarding what the Council would like its leadership to look like moving forward.

By consensus the Council confirmed they would like to have co-facilitators who will provide focus in meetings while listening and providing strategies. The co-facilitators will need to remain open-minded so that they are able to stay nimble and responsive to the needs of the Council and the University-wide community. A rotating co-facilitator will be decided at the conclusion of each meeting to work with Sheila Lloyd in preparing for and facilitating the next meeting.

Also by consensus, the Council agreed that the last 10-minutes of each meeting would be used to set the agenda for the next meeting. All those wishing to participate will remain and others will be excused.

Several members of the Council asked what authority or power the Council has. President Kuncl reminded them that this is an advisory group. Their chief power is its voice. A written report should be presented to the community at least once a year and include the Council member’s signatures as affirmation of support.

A recommendation was made and the Council concurred that action items and work of the Council be done by consensus.

**b. Size of Council**

The current size of the Council presents a challenge as it is so large. This will be addressed at the Fall Retreat.

**c. Length of service**

Length of service will be addressed at the Fall Retreat.

**d. Should membership on the Council require a commitment to serve on a working group?**

The Council agreed that all members of Council should participate in at least one working group. Working groups will be charged with reviewing and researching issues as they arise; presenting their findings to the Council at large to vet; then the Council will make a recommendation to the appropriate governing body within the University. Council members

are encouraged to volunteer for working groups that may stretch them or push them outside of their comfort zone.

**Proposed Working Groups:**

- Academic Affairs
- Bias Incident Response
- Communications
- Equity, Inclusion and Diversity Strategic Plan
- Student Resources [Graduate and Undergraduate inclusive of underrepresented students]

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

The Council confirmed a Fall Retreat for Thursday, September 1, 2016. The length of the Retreat will be based upon the schedule once it is set.

While the Retreat will be an opportunity for Council members to bond, recommended topics for discussion are:

- Council Master Plan / Vision
  - Establish steps to accomplish the master plan
  - Emphasis on moving forward and maintaining focus
- Size of Council and length of service
- Working groups: what are we missing?
- The working group writing the report to the community will finish a draft over the summer to be reviewed by Council at the Retreat

Volunteers to assist Sheila Lloyd with planning the Retreat: Charnese Patterson, Damara Miller, John Walsh.

Council does not feel an outside facilitator is needed.

**4. Agenda for First Fall Meeting & Planning the Schedule**

Council confirmed they would like to plan a University-wide Forum in November to keep communication with the community open and to “take the temperature” of the campus.

The proposed meeting dates for 2016-17 were approved as follows:

- Friday, September 23, 2016
- Friday, October 21, 2016
- Friday, November 18, 2016
- Friday, December 9, 2016
- Friday, January 20, 2017
- Friday, February 17, 2017
- Friday, March 17, 2017
- Friday, April 14, 2017
- Friday, May 12, 2017

Locations for the 2016-17 meetings will vary and rotate around campus. This will create more visibility for the Council within the University.

**5. Expectations for Council Members [Executive Session]**

The three items below were discussed together rather than separately.

- a. Avenue for self-criticism
- b. Promoting trust and fostering respect among Council members
- c. Responding to internal & external criticism of the Council

Questions concerning power and cultural differences among Council members were voiced. The Council members decided that they would devote time in each meeting to discuss differences of view or in strategies for achieving the UCIC goals; they concluded that the Council would use an ombudsman model and designate a member to hear criticisms and bring them back to the group for discussion so that members would feel more comfortable sharing their concerns. It was suggested that, in future reports to the community, the Council should indicate those areas where the members disagree rather than always trying to speak with one voice. Lastly, members were reminded that we have gathered as a body to promote a greater good rather than our own personal agenda.

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- d. Creating learning outcomes that promote equity
- e. Religious inclusiveness