

**Briefing of the
University-wide Council on Inclusiveness and Community
Academic year: 2018-2019**

I. Formation of the University-wide Council on Inclusiveness and Community

In November 2015 the University held two forums in response to the local and national conversations about race. In the same month the University President, Ralph W. Kuncl announced the creation of the University-Wide Council on Inclusiveness and Community (UCIC). The President sought nominations from the various university constituencies (faculty, staff, admin, and students). In January 2016 the 34-member council convened.

Charged by President Kuncl to “consider, plan, and communicate actions and progress on our commitment to improve the University of Redlands’ culture and climate for all.” To guide the work of the UCIC the council adopted President Kuncl’s language: “We are in a process of becoming... a process of becoming and evolving... remaining committed to a rich history of excellence by redoubling and sustaining our efforts in important areas and exploring new ways of being in the modern world.”

II. Past years foci and Accomplishments

In the first year of existence the UCIC worked to form the body, review the demands created after the November forums, and work to recommend actions to address the needs of the University. Some of the first year accomplishments were:

- Development of a mission statement, website, and work groups
- Recommended changes to NSO actions and personal
- Supported student the student-led conference – “Race on Campus: A Student Conference”
- Recommend changes to the recruitment and hiring of diverse faculty.

The second year of the UCIC continued the work of the previous year. The group met monthly through the academic year, with a smaller group working throughout the summer months. Working with other groups around campus, the 2017-2018 accomplishments include:

- Worked on and administered the Higher Education Research Institute’s (HERI) Diverse Learning Environments survey
- Worked in collaboration to enhance the Counseling Centers space
- Used the working groups to review and recommend diversity changes throughout the various Schools.

III. 2018-19 UCIC Activities

The 2017-2018 year brought many changes to the university in relation to diversity and inclusion. Many key personnel in the Center for Diversity and Inclusion (CDI) moved on to other institutions. The university used this opportunity to reflect on diversity and inclusion on campus.

Dr. Jesús García Treviño was brought in as Interim Director of University-wide inclusiveness and community, and tasked with creating a report to help guide future diversity and inclusion actions at the University.

Within the UCIC, Keith Osajima chaired the Council from May 2018, after the departure of Professor Sheila Lloyd, until he left on sabbatical in January 2019. Peter Tupou and Monique Stennis stepped in as co-chairs at the beginning of 2019 in which Peter stepped down for health reasons, and Marco Schindelmann stepped in as a co-facilitator until September 2019, when Keith Osajima and Peter Tupou will resume co-facilitation for the remainder of the year. While each leader had their own take the theme of this year for the UCIC was one of listening and reflection. Actions and accomplishments of the UCIC in the 2018-2019 year include:

- Implementation of the Innovation Grant to bring alumni Nick Daily to hold targeted workshops on: White Supremacy and Trans* student issues (see Appendix 2 and 3).
- Inviting Administrators to discuss the diversity and inclusion actions happening on campus. These people included: Title IX Coordinator, Deputy Title IX Coordinator, President, Provost, Dean of the School of Education, Dean of Student Affairs, First Generation Student Programs Coordinator, Assistant Provost for Internationalization, and the Vice President for Enrollment and Enrollment Management.
- Held a discussion group with students in the CDI with a goal to direct future activity
- Updated the UCIC website adding more information and transparency.
- Reflected and affirmed role of UCIC as a space for observation, advocacy, and recommendation.
- Reduced the size of council to 15 members from the originally proposed 35

IV. Directions for Future Work on UCIC

- Continue to bring in University administrators to discuss what diversity and inclusion actions are occurring in their department.
- Hold/support listing tours across the university with the goal of understanding the issues occurring on campus.
- Expand the workshop offering for members of the University community
- Expand membership of UCIC with students and staff.
- Expand recognition of the UCIC on campus in the hopes to better advise and recommend actions to the proper groups.
- Produce recommendations for incorporating diversity and inclusion into staff and admin evaluations.
- Provide a resource for the incoming Director of Diversity and Inclusion.

Appendix 1
Current Members of the council

- Robin Cooper, Counseling Center
- Lorraine Jones '20, School of Education's Leadership for Educational Justice
- Ralph Olivas, Facilities management
- Keith Osajima, Race & Ethnic Studies
- Joe Richardson '93
- Belinda Sandoval Zazueta, Admissions
- Marco Schindelmann, School of Music
- Denise Spencer, Race and Ethnic Studies, Women, Gender, and Sexuality, and the Meditation Room
- Monique Stennis, University Communications
- Peter Tupou, Memorial Chapel and Campus Diversity and Inclusion
- John Walsh, College of Arts & Sciences
- Chris Barnes, Residence Life and Housing
- Alyssa Ide '20, Race & Ethnic Studies major
- Jose Lalas from the School of Education
- Paige Mann, Armacost Library
- Iyan Sandri, Information Technology Services
- Dalyn Montgomery, School of Education
- Jennifer Tilton, Race and Ethnic Studies

Appendix 2
UCIC Proposal for University Wide Training

To: Members of UCIC

April 16th, 2019

From: Dalyn Montgomery

RE: Phase 1 Inclusivity and Institutional Training

UCIC Proposal for University Wide Training: the first step in moving forward with the use of innovation grant awarded May 2018

In line with the UCIC's mission to create a more inclusive University environment, and maintain the North Star 2020 initiative to focus on professional development, it is proposed that a portion of the allotted \$10,000 grant awarded to UCIC in May 2018 (submitted by Sheila Lloyd) be utilized to contract Nick Daily, the Assistant Dean of Students, Black Student Affairs at the Claremont Colleges, who is a Redlands alum, to conduct a series of trainings as outlined below:

- **Identifying and Dismantling White Supremacy Culture Workshop:** in this workshop participants would learn about various domains that white supremacy culture operates within, how institutions and individuals actively or complicitly participate in the maintenance of the structures and brainstorm short, and long-term intervention strategies to challenge these dynamics across areas on campus.
1 advance session for UCIC
4 sessions, 25 attendees per session

- **Creating Inclusive Communities in the Workplace 101:** in this workshop participants would learn about everyday ways that they can create more inclusive communities at work for their peers and students. This would include defining inclusivity, modeling inclusive language, recovering from microaggressions, and more.
2 sessions, 50 attendees per session

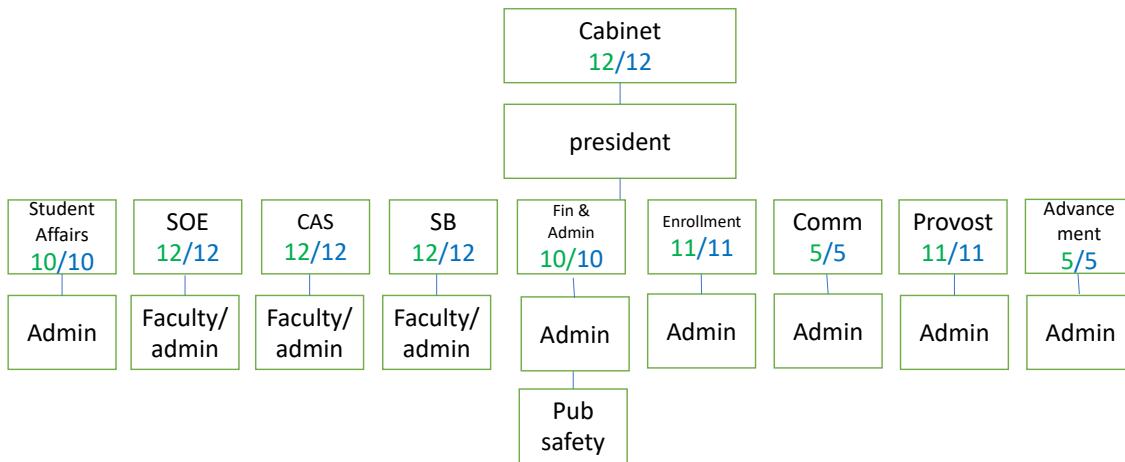
At this time, we are requesting \$7,000 of the allotted \$10,000 for the above trainings. This amount is based on Daily's research, preparation, materials, transportation and facilitation of the workshop. On average, workshops are about 1 hour and 30 minutes inclusive of question and answer.

We propose that seats in the 6 sessions be allocated to Cabinet members who are then given the responsibility to fill the allotted seats with faculty and staff from within their area of responsibility (as outlined by chart below). We encourage these allocations to be filled top down, expecting senior

leaders to attend the Dismantling White Supremacy Culture Workshops themselves, and filling the remaining seats in that workshop first with those with the greatest level of responsibility and moving down the organization chart till all seats are filled. Cabinet members are encouraged to reserve a proportion of the seats in the Inclusive Communities Workshops for staff and make a good faith effort to distribute seats with an equitable distribution across job type.

The UCIC has taken the last year, a period of time where the University has experienced significant turnover related to personnel and structure associated with students of color, to invite in and listen to various key stakeholders, students, and experts (including Jesus Trevino). This proposal is a direct result of the issues raised, recommendations made, and discussions had in those meetings.

Proposed seat allotment.



Faculty: recommended department heads
Admin: directors and managers

Session 1: White Sup 25
Session 2: White Sup 25
Session 3: White Sup 25
Session 4: White Sup 25
Session 5: Inclusivity 50
Session 6: Inclusivity 50

Appendix 3

UCIC sponsored university wide diversity training Report

Conducted

4 sessions of “Identifying and Dismantling White Supremacy Culture”
73 total attendees

2 sessions of “Creating Inclusive Communities in the Workplace 101”
77 total attendees

Content of the workshops and all sessions was directly in line with what was proposed.

Cost

\$7,000 paid to Trainer Nick Daily

Attendees

Most of those who participated attended both workshops.

Attendees Included:

Nearly all of the President’s Cabinet

The Provost’s Office

12 from enrollment team

6 from advancement

10 Student Affairs

12 CAS

10 SOE

8 SB

12 Finance and Administration (including Public Safety)

Assessment

28 Attendees returned surveys with feedback on the experience.

83% of respondents gave both trainings positive ratings.

3.5% gave negative ratings.

The most common feedback was that there was not sufficient time to cover the subject matter and respondents wanted to continue the dialogue.

The question with the lowest rate of agreement was, “I feel much more equipped in this area” asked in relation to the Identifying and Dismantling White Supremacy Culture workshop.

There was some pointed negative reaction submitted in relation to the phrase and title “White Supremacy” with multiple respondents stating the phrase was off putting, not inclusive, and one respondent rejected the proposition that the UoR has any association with or instances of, white supremacy.