

UCIC Meeting
Friday, February 12, 2021
Minutes

Present: Marco Schindelmann, Paige Mann, Dalyn Montgomery, Martín Hoecker-Martinez, Iyan Barrera-Sandri, Jennifer Tilton, Peter Tupou, Jeff Martinez, Keith Osajima, Jose Lalas– Guests: Christopher Jones, Yan Xie

- I. Welcome
- II. Invited Conversation – Yan Xie, Assistant Provost, Institutional Research Office.
 - a. Yan shared with us many resources that feature diversity related data. A new dashboard on a Microsoft platform called Power BI will soon give campus employees access to the reports and various live and frozen data sources that can be used to see how we’re doing on DEI matters. She shared a PowerPoint presentation via email that has links to the various data reports.
 - b. This marks important progress in the University’s DEI efforts as this can be a regular source of data from which we can develop some measures and assessments of progress. It might be useful for UCIC to support or conduct a regular data analysis process that can be shared with the campus. This can be discussed at upcoming meetings.
 - c. Yan noted that University is actually ahead of others in developing a strong data gathering and reporting process, mainly because we have our own warehouse of continually updating data that we can draw upon. However, there are still places for improvement and support. One is to offer comments and questions as you look at the data. Such feedback will help her refine the presentation. Another is to help her gain access to data in units that may be not always share their data.
- III. Updates
 - a. Board of Trustee Ad Hoc Committee on DEI meeting,
 - i. Christopher and I attended a meeting with the Board of Trustees’ new Ad Hoc Committee on DEI on Feb. 5. The plan is for this committee to become a standing committee. This is a significant development, signaling the Board’s commitment to these matters, and to working to support the Anti-Racism Statement. People in the meeting as well as at the UCIC meeting reported on how excited and energized people are about this committee. They are charged with helping to diversify the Board, to develop educational programs for on-going engagement with DEI issues, and to helped advance DEI at the University (actually I’m not sure if this is the third charge).
 - ii. It is important to note that they see UCIC as a key conduit for their work, as we can help them to keep in contact with what is happening on campus, and we can help the campus to know of the Trustees’ work. A UCIC rep will either be a member of the Committee, or a regularly invited guest.

- iii. So we have a real opportunity to be an important group. Exciting, but also a call to step up our work. Developing a regular data analysis and sharing process could be a valuable contribution we can make, as well as keeping abreast of the many things that are happening on campus.
 - iv. In a follow-up meeting on February 12, some preliminary planning of an educational process for the Board was discussed. This may be implemented at the May Board meeting.
 - b. Campus Climate Survey
 - i. The faculty survey was completed. The Real Lab in the School of Education is working on some preliminary results. The student and staff surveys are open now. Analysis from YUCLA won't come until later in the summer. UCIC should help encourage people to take the survey.
 - c. Planning Strategic Diversity Plans
 - i. Work is progressing and an update event will happen soon (February 22nd?) where working groups will report.
 - d. Restorative Justice
 - i. There's good momentum in this area. Training continues with UCIC members involved (Peter and Jen, anyone else?) Erica Moorner is doing a great job of building a team and the hope is to have enough trained people to help spread the word and practices widely and to change the culture of the University. A Public Square on Restorative Justice is coming shortly and we should encourage people across the campus to attend.
 - e. Budget status
 - i. Related to budget issues, new thinking is going into things like New Student Week. It may be shorter, which means that DEI issues may need to be implemented through the year.
 - ii. It would be good to follow School of Continuing Studies work as they expand offerings, many of which are related to DEI. Might invite Amy Moff-Hudec to meet with us.
 - iii. There seems to be some difficulties getting all students to complete the FAFSA. This may jeopardize students' ability to receive financial aid, and to stay enrolled.
 - f. Hispanic Serving Institution
 - i. The federal government is not accepting new applications this year. But we can ask for a waiver now, which will allow us to apply for program grants as we continue the process to becoming an HSI
 - g. Assault on Campus
 - i. A weekend assault brings to our attention to complicated diversity situations. An employee was verbally harassed (with anti-LGBTQ words)

and physically harassed. The alleged perpetrators were described as Hispanic males in their 20's.

- h. Efforts at the state and local level to introduce Ethnic Studies classes in high schools was mentioned. We might want to follow these efforts and their implications for the University. A group called NextGen has been involved locally, and several of its members are students here.

Dates for Upcoming Spring 2021 UCIC Meetings – All Friday, 1:00 – 2:30 pm

March 12

April 9

May 14