

UCIC Meeting
Friday, March 12, 2021
1-2:20 pm

Present: Dalyn Montgomery, Jeff Martinez, Paige Mann, Iyan Barrera-Sandri, Marco Schindelmann, Briar Meszaros, Daria Pikulina, Nora Pulskamp, Jose Lalas, Peter Tupou, Martín Hoecker-Martinez, Keith Osajima. Invited guest – Amy Moff-Hudec

- I. Amy Moff-Hudec, School of Continuing Studies presented information on programs and certificates that are already going, or in the planning stages. There are certificates in LGBT leadership, Mental Health and Spirituality, a developing program Racial Justice with a focus on the Black experience. There's a non-profit management certificate as well. There are also plans to develop training programs that could be implemented in the School of Business. Discussion included potential connections between the School of Education and Amy, that might include 1 credit opportunities associated with webinars and programs, and perhaps courses for educators who seek continuing education. At this moment, there is a lot of activity, and no huge obstacles. UCIC can help build connections and get the word out to prospective students. UR employees may be able to use tuition remission policies to participate in SCS efforts.
- II. Updates and Follow-ups
 - a. Board of Trustees Diversity Equity and Inclusion Committee – meetings are taking place to develop an educational program for Trustee members, possibly at their May meeting. Christopher Jones is gathering proposals from consultants. The UCIC is participating in planning meetings, and Board members see us as a valuable participant, whether we are formally included in membership or as an on-going invited guests.
 - b. Strategic Planning – Updates on Working Groups. Dalyn reports that the Leveraging Resources groups is waiting for some financial information but will need to wait until after the May Board of Trustee meeting. Jose's group on retention and Recruitment is developing 7 areas for recommendation. Nora's group is progressing but staffing changes in Native Student Programs may make it difficult for her continue as facilitator.
 - c. Building on Yan Xie's visit – Briefly discussed what UCIC might do to facilitate the development of a regular or consistent analysis of DEI data collected by Yan Xie. This might be an annual report to compare year-to-year progress of key variables. It could be a more focused, deep dive to look at different issues per year. Or some combination. Whether UCIC should take on this task has yet to be decided.
 - d. Campus Climate Survey – The staff and administrator survey is doing pretty well, with over a 50% response rate. It will close soon. Student survey is still in single

digits. Originally slated to close on March 18, it will now close on March 31, and efforts will be made to get student turnout.

- e. Restorative Justice – Public Square on Restorative Justice went well. Erica Moorer is taking effective leadership in this area
- f. DEI in Athletics – Lots going on there. They continue to work with Student affairs on DEI efforts. Working with NCAA to do One Team training, and “Get Inclusive” training for student athletes. Working on a revised Athletic mission statement that is informed by recent University Anti-Racism statement.

Next Meetings – Fridays, 1-2:20 pm

April 9

May14