

UCIC Meeting  
Friday, April 9, 2021

Present: Dalyn Montgomery, Martín Hoecker-Martinez, Iyan barrera-Sandri, Briar Meszaros, Denise Spencer, Peter Tupou Keith Osajima, Marco Schindelmann, Christopher Jones

- I. Welcome
- II. Updates and Follow-ups
  - a. Board of Trustees Diversity Equity and Inclusion Committee – Plans are developing for a DEI educational program for the entire Board of Trustees, led by Dr. Ben Reese. Also a survey is being conducted to get some demographic information on Board members and some info on the amount of training and understanding with respect to DEI. Board members are also being sent a book by Daryl Smith on diversity in higher education to read.
  - b. Strategic Planning – Dalyn’s group on Leveraging resources is waiting on financial data so they can move to the next step. Christopher will be pulling chairs of the working together soon.
  - c. Building on Yan Xie’s visit – There is a lot of information on diversity related matters on the Institutional Research webpage. It is possible for UCIC to mine this data to develop an annual report for use across campus. Some things people would like to know. Graduation, retention rates in general, broken down by different variables (race, gender, major) Would love to get a picture of where students, staff, admin, faculty are going in the University, how long they’re here, who they’re in relation with. Would be good to know about workstudy and other employment and graduation and retention of students. Yan Xie is also working to construct a Diversity Snapshot page on the IR website, which could serve that purpose.
  - d. Campus Climate Survey – Staff and Administrator surveys are closed. Student survey is open until the end of April. Still low student response rate, less than 10%. Would be helpful for strategic planning to have more data from students.
  - e. Restorative Justice – The group working on this is looking to develop the restorative justice efforts and officially launch it in the fall.
  - f. DEI in Athletics
- III. Planning for next year
  - a. The discussion brought forth a number of good ideas and suggestions for next year. We can begin to think of some in our next meeting. They include:  
Membership – getting some community/alumni people, recruiting staff members and people from key areas where we do not have representation (e.g. School of Business, other offices, like Communications, San Francisco campus). It’s also important to bring in people who are interested and have some knowledge of DEI matters. Communication – this is something that has been mentioned before, but

how can we make our work more visible to the community? Bringing in guests is a way for us to learn and build connections. Let's bring the new President in, other top administrators. Broadening our work – we have done well to address issues of race (especially given last year's post-George Floyd events), but we can also be more attentive to a broader range of DEI issues.

- b. UCIC has found an array of activities that seems to be working. When there are issues/programs/offices we want to learn more about we invite people to come to our meetings. We can and have responded to events that arise and need some statement or attention. We are a voice that can advocate for DEI matters on campus. We are seen as University resources for DEI, as evidence in the Board of Trustees' inclusion of UCIC in its DEI committee. We have a good working relationship with the office of the SDIO.
  - c. We need to make a decision on who would like to co-facilitate the UCIC starting in June, and we can think specifically about recruiting new members.
- IV. Some items to keep an eye on.
- a. New President may be coming in over the summer. UCIC will want to be in contact with them and establish that relationship
  - b. Coach Maynard will be retiring soon. People continue to be aware of Redlands Alums for BLM and seek to find contact and possible resolution.

Next Meetings – Friday, 1-2:20 pm  
May 14