

UCIC Meeting Minutes

Friday, May 21, 2021

1-2:20 pm

Present: Dalyn Montgomery, Peter Tupou, Marco Schindelmann, Jennifer Tilton, Keith Osajima, Iyan Barrera-Sandri, Christopher Jones

- I. Updates and Follow-ups
 - a. Board of Trustees Diversity Equity and Inclusion Committee
 - i. Entire Board took part in an Educational program, featuring a presentation by Dr. Benjamin Reese. DEI Committee of the BOT met afterwards and will continue the educational effort.
 - ii. The entire Board also was sent and asked to read, Daryl Smith's book, *Diversity's Promise for Higher Education*, which should be an excellent resource.
 - b. Strategic Planning
 - i. Working groups continue to meet and will hopefully have one more meeting before end of May, and will send reports to Christopher by end of June. Work on developing a draft will take place over the summer
 - c. Restorative Justice
 - i. Members of the campus community continue to get further training, with hopes of expanding work in the fall.
 - ii. UR Website on Restorative Justice has been up and can be found at: <https://sites.redlands.edu/titleixandequity/alternative-resolutions/restorative-justice/>
 - iii. Plan is to expand efforts and visibility in the fall. UCIC may help support this.
 - iv. School of Music already had three sessions, led by Annie Blankenship
 - v. It was noted that it would be good for faculty to know more about the tools and the possible kinds of situations between faculty and students that where RJ might be useful.
 - d. DEI in Athletics
 - e. DEI in Assessment (new item)
 - i. The Educational Assessment Committee of the Academic Asembly is moving toward piloting a program whereby units, programs/ departments will incorporate some assessment of their DEI work. This may happen next academic year. UCIC may want to track this development as it represents an important institutionalized accountability mechanism.
 - f. Campus Climate Survey
 - i. All surveys are closed, and results from HERI should be coming this summer
 - g. Annual Report
 - i. The goal is to complete an Annual report by early June. To help announce that report and enhance UCIC visibility (and invite potential new members and new issues be brought to the group), it was suggested that a launch of the report be announced in the Bulldog blog. It's also suggested that

specific groups and orgs on campus be directly sent an email directing them to the Bulldog Blog and Annual Report.

II. Planning for next year

a. New Members

- i. A number of names were suggested to invite to join UCIC. These include but are not limited to: Amy Moff-Hudec, Caitlin Carlos (School of Music); Brian Charest, Mikela Bjork, Annie Blankenship-Knox and Adriana Alvarado (School of Education). We should also look to invite students, and get someone from the School of Business (maybe Jim Spee, or Carlo Carrascoso)
- ii. We should be thoughtful about how to reach out to people. We want to avoid the impression that we're an elite group that has somehow been anointed to be in UCIC. We should reach out to people who have some interest, experience in the area. It would help staff to join if their supervisors and grant them permission to attend meetings during work time.

b. Co-Facilitators

- i. Dalyn Montgomery and Peter Tupou expressed an interest and willingness to co-facilitate next year. This is not a done deal. If anyone else is interested, please contact Keith

III. New Items

a. Police Training on Campus

- i. There has been discussion and debate about whether the University should permit the presence of law enforcement training on campus, prompted by an announcement of a K-9 training activity. In light of the movements for racial justice, particularly to address police violence, and abolish the police efforts, some members of the community find it appalling that the University made this arrangement. Michelle Rogers offered information about how the decision was made. In our group, we recognize the complexity of the issue as we have worked over the years to build cooperative relations with law enforcement. Maybe UCIC can invite or encourage further discussion of this matter.

Next Meeting?