

UCIC Meeting – Friday, November 8, 2019

1-3 pm – 2 Hornby Hall

Minutes

Present: Iyan Sandri, Denise Spencer, Monique Stennis; Jennifer Tilton; Robin Cooper; Dalyn Montgomery, Peter Tupou, Sabrina James Jose Lalas, John Walsh. Invited Guest: Amy Wilms

1. Discussion with Amy Wilms – Assistant Dean, Academic Services and Disabilities
 - a. Presented information on the scope of services offered and staffing in the office.
 - b. Right now have 307 students who have accommodations. Of those 240 have mental health issues. Twenty to Twenty-five are from the School of Business, School of Education or new San Francisco campus
 - c. On issues of diversity and inclusion – Awareness is the biggest issue – want to think of proactive ways to help better support and educate people (faculty, staff, administrators).
 - d. Lots of areas where more knowledge would be used: how process works for getting accommodations; knowing effective teaching strategies to work effectively with students; awareness of resources such as recoding of lectures, note takers.
 - e. Possibilities: trainings for faculty, staff and administrators, perhaps using faculty development model in the School of Education; have a training that is not just informational but a chance to talk about real challenges people face and how they can be addressed. Outreach to regional centers employees so that they can open channels to students at those centers; workshop for department coordinators; work with FYS faculty and STEP class; work with transfer student advisors.
 - f. Challenges and needs, areas of work. Just got a recent alumni gift, but funding and being understaffed continues to be an issue. Would love more full-time staff, and an ADA coordinator. Cabinet level and University wide understanding could use a boost; Would love to have a ADA Coordinator; Improve data gathering to help articulate needs; Distribute annual report to SDIO office and UCIC.
2. Follow-up on Special UCIC meeting on the Thin blue Line flag – Had an engaging discussion.
 - a. There is a need to be attentive to and educate people around the dangers of false equivalencies when faced with difficult issues. Not all incidents are the same. Some perpetuate histories of unequal power and marginalization and not equivalent to other instances. We need to be clear about what we stand for and the University. The tendency to make unequal incidents seems as though they're the same is something to be wary of. Can't let people off the hook
 - b. Having meetings on difficult issues is difficult. Efforts to be “inclusive” can be seen as catering to those in positions of power to make them feel good. Dynamics in meetings can replicate power disparities and can exacerbate feelings of being

marginalized. These trappings are real. The question remains, how do we have these difficult conversations? Are there other avenues that would be more effective? What would those be? How do you move people and the institution forward?

- c. There was interest in and desire to write a statement from the UCIC pertaining to the Thin blue Line Flag. No decision on how this would get done, and what we'd want to say.
 - d. We also discussed whether we need to continually revisit and restate the purpose and goals of the UCIC as we encounter and learn from new situations, bring in new members, and generally adjust to changing dynamics related to inclusiveness and community. Concerns were expressed that if our group has to constantly and continually revisit our purpose before we do anything in response to issues, we are not useful as a committee.
3. Report on recent UCIC work
 - a. On Monday, Nov. 4, Keith led a workshop on "Listening for a Change – A workshop on the Radical Power of Listening." 16 people attended, a mix of students, faculty and administrators.
 - b. On Friday, Nov. 8, the second of 3 trainings on Implicit Bias and Faculty Diversity was held, with 14 in attendance. There will be another training on Monday, Nov. 11 for the Admissions staff, and the final Implicit Bias training for members of faculty searches will be held on Thursday, Nov. 21.
 4. Newly appointed SDIO Christopher Jones will be on campus and will meet with the UCIC on Friday, Nov. 22, from 11-noon in the Redlands Room, Armacost Library. This will be an open conversation
 5. Our next meeting is scheduled for Friday, Dec. 13 (at the end of the College of Arts and Sciences finals week). We did not cancel that meeting, but several suggested that we do so. Let's meet with Christopher and if people are inclined to meet in December, a decision can be made then.