

## UCIC Meeting – Friday, February 7, 2020

### Minutes

Present: Paige Mann, Jose Lalas, Christopher Jones, Matin Hoecker-Martinez, Monique Stennis, Chris Barnes, Iyan Sandri, Dalyn Montgomery, Belinda Sandoval, Peter Tupou, Jennifer Tilton, John Walsh, Keith Osajima

#### Mission

The UCIC is a university-wide body with broad representation committed to creating a safe and welcoming environment for all students, faculty, staff, and other stakeholders. The Council will pursue recommendations ensuring programs, policies, and practices that are just, equitable, and ingrained in the fabric of the University.

#### Vision

The UCIC is dedicated to promoting inclusiveness and excellence across all units, curricular and co-curricular, for the purpose of moving beyond realizing numerical diversity in order to advance achievement, respect, regard, and involvement for all in the workings of the university

- I. Introduction and Welcome to Christopher Jones
- II. Discussion of Gender Bias in Letters of Recommendation stimulated a lively discussion that included:
  - a. Discussion of what we see as potential hiring biases in general
  - b. Areas where we might learn more about and address bias from HR, to student employment, to resources through OPCD.
  - c. Updates on faculty hiring.
  - d. There was agreement that working in this area to strengthen the University's commitment and how it signals that commitment possibly through a one-sheet bias handout is worthwhile.
  - e. Suggested that we look for other models of the one-page handout, perhaps one that includes bias in other areas.
  - f. Agreement that this is an important area, and before moving quickly, it would be good to develop a strategy plan for how we'd like to proceed. This will be a topic on the March agenda
- III. Discussion of SDIO and UCIC Relations – Discussion included:
  - a. Christopher's desire to work collaboratively with us.
  - b. His urging that we think strategically and develop plans that can help us advance in various areas (like above)
  - c. Desire to work with us to develop strategic plan

- IV. Presentation on Open Educational Texts by Paige in preparation for her going to the Chairs and directors meeting.
  - a. (there was a motion to endorse something that we unanimously approved, but can't remember what it was
- V. Follow-up discussion of students being dropped from classes for financial reasons
  - a. Questioned if there's a way to bring human contact and interaction in earlier, rather than rely on emails and texts. There are 8 forms of communication, but actually reaching out to students is toward the end. How might this be different?
  - b. Question about how many students are affected, and who they are. Is the Retention Committee still meeting? What data would be helpful to get?
  - c. Agreement that it would be good to expand the numbers in student's network who can be advocates.
  - d. The Care team might be one resource. Emily Baker in Student Financial Aid is helpful, but understaffed.
  - e. Could we better educate faculty, staff and administrators about financial aid.
- VI. Quick updates
  - a. Statement of support for DACA recipients. Monique, Peter, Steve Wuhs and Keith met last fall to develop a statement that people in the University community can sign. Another meeting will happen soon.
  - b. No updates on future plans for CDI.
- VII. Agenda items not discussed
  - a. Classroom climate issues (Jennifer Tilton)
  - b. Slate of new members
- VIII. Will invite Christopher Jones to attend UCIC meetings through the Spring

Next Meeting – Friday, March 13 – 1-3 pm