

UCIC Meeting
Friday, November 13, 2020
11:00-12:30
Minutes

Present: Dalyn Montgomery, Nora Pulskamp, John Walsh, Marco Schindelmann, Paige Mann, Iyan Sandri-Barrera, Jose Lalas, Devan Steele, Peter Tupou, Martín Hoecker-Martinez, Jeff Martinez, Keith Osajima, Jennifer Tilton. Guest: Briar Meszaros

- I. Welcome
- II. Updates and Discussions
 - a. Our original agenda for the meeting had a number of items. All were related in some way to the general context of the pandemic, racism, budget constraints, and the development of plans for UCIC work for the remainder of the year. They were: Diversity Strategic Planning updates; Board of Trustees update, Anti-Racism statement, Update on Campus Climate Survey, Restorative Justice Follow-up, DEI work in Athletics.
- III. Key Takeaways from the discussion
 - a. The Anti-Racism statement offers us a University-supported statement that speaks to two areas of UCIC work: one is *we will listen and learn from each other and work to hear and amplify the voices of those who have been marginalized, and we will use every opportunity to create lasting change in alignment with these objectives*. Second, the University commits to *bringing together all constituents to create and implement an anti-racism action plan with specific goals and objectives. Our progress will be measured on set dates and all will be able to inspect, review, and question the outcomes*.
 - b. We can use these passages as a guide for UCIC work and to hold the University, in general, accountable to these goals. This means:
 - c. Asking that UCIC be represented in some manner in the search for a new President, which could be having a UCIC rep on the committee and meeting with candidates.
 - d. Focusing on developing a clear, regular and comprehensive source of DEI data that can be used to inform decision making and policies, we thought it would be good to learn and be an advocate for this to happen. To that end, we will invite Yan Xie (Institutional Research) to an upcoming meeting to talk with her about what data and reports she regularly produces and has available, and we can think about what other relevant sources of data exist that we can draw upon. Christopher Jones knows about a DEI higher education template for evaluating work that could be brought to us. At some point, we might also coordinate with the School of Education's Real Lab, where graduate students take on institutional research projects.
 - e. Remaining in contact with the BOT, to make sure that they are aware of our work, and so they recognize us as an important body in the University.

- f. Facilitating communication and connections between UCIC and ASUR to help in their work to address DEI issues.
 - g. Continuing work on the Diversity Strategic sub-committees (led by UCIC members). Already, relevant themes are emerging, e.g. in the Campus Climate sub-committee has identified 4 areas (streamline communication, diversify curriculum, incorporating diversity matters into employee evaluations, and expanding restorative justice ideas) that clearly align with the Anti-racism statement and UCIC priorities.
 - h. Developing work that is consistent with UCIC goals to be a group that advocates, coordinates, inspires, at times leads, and communicates DEI matters to the larger community.
- IV. Next meeting. There will be no December meeting. Next meeting will be in January, 2021. It was scheduled originally for Friday, January 8, but I would like to propose meeting on Wednesday, January 13, 2021 – 11:00-12:30. Please let me know if you can make that time.