

UCIC Meeting - Minutes

Friday, June 12 – 1-2:30 pm

Present: Martin Hoecker-Martinez, Iyan Barrera-Sandri, Denise spencer, Nora Pulskamp, Peter Tupou, Belinda Sandoval, Robin Cooper, Jennifer Tilton, 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.

1. Discussion of Campus Situations

- a. Recent emailed notices of cuts to the contract length for staff positions prompted a conversation about transparency of decisions with respect to budget cuts, and the manner by which those decisions are being communicated. Updates on cuts in other areas, which may also negatively affect the diversity of the University workforce were also noted (such as in the Counseling Center and the loss the lone African American counselor. Concerns that those in low paid positions are bearing the burden of cuts, and that cuts may be having a disparate impact on women and racial minorities were raised. Also, the lack of respect conveyed in the notification of cuts contributed to the problem. These concerns will be expressed as part of the UCIC response to current events.
- b. Christopher reported that he continues to have listening meetings with groups and is hearing a consistent message that we need to have more trainings and more dialogue. These requests inform, in part, the formation of a 4-week web-based series on Challenging Conversations that will focus on race in American on Wednesdays, starting June 17.
- c. Christopher also brought to the group a request from the President for actionable items that could help guide response to the protests around police brutality and Black Lives Matter. The Board of Trustees is having a special meeting on June 25, and we decided to draft a memo to the Board and President. Initial discussion

brought forth a number of suggestions. A draft with recommendations will be developed and circulated.

- d. Brief discussion of the Mike Maynard situation. Not much information is available, but UCIC saw this as an opportunity to advance contact and communication about possible actions with the Athletic Department. Keith will contact Jeff Martinez.
2. Updates and return to old business
- a. Summer Bridge will be held Aug. 11-15, both online and in-person. At the conclusion, the students will go on a first-year journey trip. Other Items

Next meeting – Friday, July 10 – 1-2:30