

UCIC Meeting  
Friday, September 11, 2020  
11:00-12:30 on WebEx

Minutes

Present: Paige Mann, Peter Tupou, Jennifer Tilton, Nora Pulskamp, Martín Hoecker-Martinez, Marco Schindelmann, Iyan Barrera-Sandri, Jeff Martinez, Belinda Sandoval, (Student guests, Salvador Rico and Daria Pikulina) Invited guests: Erica Moorer, Maggie Roupp, Alesha Knox, Monique Stennis, Ann Blankenship Knox, Lisa Lindberg

- I. Welcome – specifically to Jeff Martinez (returning member) and to Salvado and Daria, potential student members)
- II. Updates, Debriefs
  - a. Draft of Annual Report – Suggestions for revision were offered. Keith with revise and send out a draft
  - b. Conversation about communication issues with respect to UCIC. This can take a number of directions
    - i. We can be better about making our work known to the University community through our minutes and annual report.
    - ii. We can move toward more regular communication with the Cabinet and Board of Trustees (we may be part of the Oct. Board Meeting)
    - iii. Stronger connection with Student Affairs may help get word out among students about UCIC work
    - iv. Can be more strategic about inviting guests who are part of existing organizational structures, like faculty governance (Senate, FRC, Curriculum Committees) to have mutual information conversations)
    - v. Can be involved in the strategic planning process and be more proactive in what we want to take on
  - c. September 28<sup>th</sup> Town Hall -UCIC will make a short presentation about our work, and people can participate in the formation of the strategic plan.
  - d. Christopher Jones, Tamara Josserand, and Mario Martinez are heading up the campus climate survey effort. They would like someone from UCIC to be part of the group. If anyone is interested please contact Christopher by next week.
- III. Discussion of Restorative Justice Possibilities – had an engaging discussion with invited guests. Highlights include:
  - a. There have been concerted efforts to build RJ on campus, mainly through the conduct process and Title IX, resulting in alternative resolution options available.
  - b. Over 30 people have undergone training in RJ.
  - c. Building RJ has been slow and measured, with no urgency to rush, and a desire to run through future efforts through the existing structures where it has developed and been implemented.
  - d. The RJ process takes time, and often it's effectiveness is in the process, where people have sustained chances to be heard and to resolve differences.

- e. The new equity policy is useful as an avenue for handling incidents, but not every instance of bias and harm will rise to the level of what the policy provides for.
  - f. There is interest in expanding RJ so that it can be a centerpiece for how we respond to bias incidents, opportunities to heal the harm done and restore trust in the community. These may involve community RJ, which applies principles of RJ, even when the people involved in differences are not part of the process. So there is interest in developing other methods of dispute resolution (panels, truth sharing, truth and reconciliation) that don't necessarily target individuals.
  - g. There is a need to secure some funding for further training
  - h. There is a need to keep educating and informing the University community as a whole about RJ. This may be something UCIC can help with.
- IV. Debrief of UCIC meeting with President's Cabinet
- a. It was good for us to participate and engage with Cabinet members
  - b. One takeaway relates to the earlier discussion on communication. We could be more intentional and proactive in engaging the Cabinet and the Board.
  - c. That engagement may lead to the possibility to have the harder, messier conversations that are difficult to reach in a single, first meeting.
- V. Next Meeting, Friday, October 9, 11-12:30