

UCIC Student Panel

Monday April 15, 2019

Location: CDI

Minutes by: Daria Jackson '19

In Attendance: Denise Spencer, Katie Baber, Monique Stennis, Robin Cooper, Marco Schindelmann, Iyan Sandri, and Daria Jackson '19

Students: Joseph, Anthony, Maxine, Ridha, Melissa, Jacob, Soup

- ❖ Robin – UCIC is aware of CDI's changes in the last year
 - Want to understand how students feel about and have experienced diversity and inclusion on campus
 - Student 1: wanting to transfer for a while now because of a lack of diversity and feeling isolated on campus
 - When we talk about CDI, we talk about numbers and not the way that CDI helps students' mental and emotional health
 - Student 2: school cultivates diversity count
 - Once the school gets diverse students, they do not provide support for them
 - International students' concerns for support with employment, lack of food resources, storage for the summer – not supported for how to navigate the campus
 - Student 3: recently went to first gen ceremony and was nice to see the amount of first gen graduating
 - Uplifting for this student
 - Bio department recently had a position to hire and conversation for hiring a person of color
 - ◆ There is equal male to female ratio for professors but no professors of color
 - ◆ This student paneled potential hires and saw that the department did not take the chance to make the change
 - MORE DIVERSITY WITH STAFF!
 - Hangs out in the Spanish Lounge because they feel represented and comfortable there
 - Student 1: is targeted recruitment is not allowed, how do we still diversify staff and faculty?
 - UCIC subcommittee helped create a criteria when departments request to hire someone that they will answer how this new hire will support marginalized groups on campus
 - This criteria enforces an institutional requirement to support diversity and inclusion in the job description
 - ◆ Looking for representation and experience with diversity and inclusion work
 - New hire HR – what is their policy? Where are the ads being placed to ensure that we are not pulling from a narrow pocket? Where are they recruiting from?

- ◆ HR is also asking departments to find out where the departments want to place the ads
- Student 2: is there a form of diversity training that faculty and staff are required to take?
 - ◆ Leela did a Eureka training but it was not required
- Student 2: in a class with a black professor and feels like the environment is hostile for the professor (adjunct)
 - ◆ Other students do not respect or treat the professor fairly
 - ◆ Feels very disturbed by how she is being treated
 - ◆ Worried that they're going to write the professor bad reviews since they have no respect for her authority
 - This student has taken the initiative to write a letter to the department head to combat potential bad reviews by students who have disrespected this professor
 - ◆ Does not think that they realize that their racism is leading them to disrespect the professor
 - Impacts the students of color engagement and comfortability within the classroom and feels like they have to overcompensate for this professor and their shared identities
 - ◆ Concerned that her voice or the professor's voice will not be heard over the voices of her white peers
 - ◆ UCIC - We can make a mandatory training for faculty and staff but are unsure if we can make students take a training
 - ◆ UCIC – this is a student conduct issue as well
 - They can make a notation to make requests of students within the classroom
 - ◆ UCIC – Students are treated as data rather than as people who navigate through and negotiate various environments and contexts.
 - ◆ UCIC should offer support for this faculty and department (confidentially) and contact student affairs for diversity training in orientation week
 - ◆ Student want to send the letter first and can review the response with UCIC chairs
- Student 3 – has had two experiences similar to student 2
 - ◆ Two female faculty of color made fun of for how they spoke with an accent
 - ◆ As a student of color it affects you and its bad
 - It affects your learning
 - ◆ Other students do not see that these professors are communicating something with you in a language that is not their native
- Student 4 – when working with first gen programs, Demeturie was the coordinator and hearing him leave is really upsetting
 - ◆ The amount of people that have left CDI since Leela should concern us strongly

- ◆ Students are losing their mentors and are having to keep CDI's impactful programs going
 - Having someone take over first gen programs has helped the program flourish over the last two years
- ◆ Thinks it's an issue that Jesus's report did not include a first gen coordinator
 - Feels if it's not someone's main job that programs will be pushed to the back burner and done sloppily
- Student 1 – does anyone know if the university has made a commitment towards getting a diversity officer to oversee diversity and inclusion training
 - ◆ UCIC – we can try to facilitate conversation where students and faculty can meet and talk about the report
 - Can we get in touch with Jessica Hayman to conduct a forum?
 - ◆ To make more transparency between how the university is handling the findings of the report
- UCIC has talked about having a greater representation of students and would encourage more students to join the council
 - ◆ Check the UCIC [website](#) to see our meeting agendas and notes
 - ◆ Jason Gallo from HR
- Student 2 – does UCIC have a budget to promote diversity and inclusion efforts on campus? How do we ensure that our recommendations are heard and that we make structural change?
- Apply to the Alumni Board when you graduate!
- UCIC - How do you all talk about diversity and inclusion within your organizations?
- Creating awareness about interconnectedness of mental health and minority groups
 - ◆ Forums, collaborating with other clubs, holding conversations
- Student 5 – faculty is not well trained on mental health
 - ◆ What should we do to inform teachers and professors of mental health issues? How do we get them to come to these events?
 - UCIC – we should have a greater calendar to understand what is the best time to have more professors
 - We can help promote your events
 - Is there a requirement to evaluate that faculty have demonstrated a commitment to understanding mental health concerns and ways to support mental health for students?
 - Leela used to create a calendar for all the diversity and inclusion events for the academic school year
 - Outlook had the capability to have shared calendars
 - 25 Live is not a working calendar – where can we place a working calendar that everyone has access to
 - Dismissal of the weekly Bulldog was a huge blow to getting the word out about events on campus – we should reinstate some type of regular communication via email

- UCIC should promote time off to staff to go to events for diversity and inclusion without being penalized
- Student 6 – ASUR has not done much about diversity and inclusion in the past year
 - Next year there will be a Director of Wellbeing chair that will encompass diversity and inclusion awareness
- Student 7 – Serving on committees and attending events for diversity and inclusion counts towards service for faculty. How can staff receive the equal benefit without the risk of being penalized?
- Student 8 – really wants to emphasize that administration should be invited to a forum about Jesus's report to listen to students response to the report
 - ◆ UCIC can help support students if they would like to organize this forum
 - How do you make that happen? – UCIC can ask the president to be there
 - Students can collaborate with each other to use their resources to put on this report
 - Hold this forum before summer hiring for CDI