UCIC Meeting - Minutes

April 10, 2020 – 3-4:30 pm

Present (on Zoom) - Iyan Sandri, Dalyn Montgomery, Peter Tupou, Nora Pulskamp, Robin Cooper, John Walsh, Jennifer Tilton, Martin Hoecker-Martinez, Jose Lalas, Paige Mann, Denise Spencer, Keith Osajima; Invited guest – Christopher Jones

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. Discussion of Christopher Jones items
    a. Town Hall Meeting on Diversity and Inclusion – As Christopher noted, the need to have deep dialogue about equity, diversity and inclusion issues is central to advancing this work. He has been and will continue to have listening meetings with groups. The Town Hall will build on those and help to develop a diversity strategic plan. Thoughts and suggestions included:
        i. Having the meeting in late October/early November to give early semester time for post-COVID transition matters.
        ii. Looking into securing a time and place for the meeting early.
        iii. Develop a broad, university-wide planning committee with people from all levels of the University and across units. Dalyn, Jose, Iyan and Nora volunteered to be on the committee.
        iv. If online technology is to be used to increase access, work with IT in advance to work out details for how people will be digitally and securely included (something the campus in general will need to be thinking about).
    b. Statement on Inclusive Excellence. To help in the dialogues, Town Hall and strategic planning, Christopher would like to develop a University Statement on Inclusive Excellence. He asked if UCIC has already done this (no, but we did

develop a Briefing on Inclusive Excellence that we'll send to him). Whether, strategically, it is best to have the inclusive excellence statement come from UCIC or from the SDIO office can be a topic for future discussion

II.   Updates and Potential Concerns
   a.   We are worried about the ongoing impact of the corona virus on students' ability to enter and return to the University (especially first generation and students of color) and want to keep watching this.
   b.   In this time of uncertainty, lots of difficult decisions are being made. There are concerns about the transparency and communication of these decisions.
   c.   If a Task Force on the economic impact of COVID is set up, and hourly staff person should be on it.
   d.   If we continue to use online platforms for meetings, and teaching, we should pay attention to issues of civility, and the potential for hate speech, and other anti-social acts that sometimes go with a digital communication.

III. Older Agenda Items
   a.   Inclusive Excellence Innovation Grant – we believe this money was taken back to help with the budget issues.
   b.   DACA Statement – Supreme Court decision may happen in June
   c.   Strategic thinking about potential hiring bias should remain in our sight for the time when we may be hiring back people.
   d.   New Members for Fall – did not discuss, but need to return to

IV. Other Items
   a.   Please hold the next scheduled UCIC meeting, May 10, from 1-3 on your calendars. We'll have the meeting to discuss any on-going or new items, and to make plans for a summer working group.