

UCIC Meeting
Friday, January 15, 2021
Minutes

Present: Jenifer Tilton, Martín Hoecker-Martinez, Peter Tupou, John Walsh, Marco Schindelmann, Iyan Barerra-Sandri, Nora Pulskamp, Daria Pikulina, Paige Mann, Devan Steele, Dalyn Montgomery, Keith Osajima

- I. Updates and Discussions (order subject to change)
 - a. Update/planning for President's Search – There will be a Public Square event on the Presidential Search, with Larry Burgess and 3 members of the search consultant firm. They'll help us to understand the process, answer questions, and elicit feedback from attendees. It's a good chance to raise DEI concerns and bring them to the center of the search. Would be good to know if they're asking applicants for DEI statements, and looking for experiences in this area. Would be good to know how they've handled difficult, contested situations. No UCIC members are on the search committee, but we can have input by supporting the Public Square and getting on their candidate visit schedule.
 - b. Update/Planning Strategic Diversity Plans – the process is moving at a good pace. Plan is to update the community later in February. Initiatives are emerging from each group. Dalyn's group on resources and finances is looking into an overall audit of budgets to see where money and seeing how that overlaps with demographics. Also looking at ideas about what would be good to direct scarce resources. Nora's groups is working on a comprehensive community plan, and including DEI matters into staff, faculty, administrative evaluations.
 - c. Discussion/Planning for inviting Yan Xie, Assistant Provost, Instructional Research to an upcoming UCIC meeting to talk about DEI data availability. Keith will reach out to Yan to invite her and share some thoughts/questions we have. Would be good to know where her office is in developing, clean, easily accessible date relevant to DEI, and how UCIC can help if there are some obstacles. It would be good to have a sense of how students are classified by ethnicity, gender, etc. Will ask her how UCIC can be supportive of her efforts.
 - d. Any updates on ongoing matters like:
 - i. Budget status – talked a bit about campus reopening plans, Covid protocols, what staff will be doing to keep people healthy and safe. Concerns about increased surveillance were discussed.
 - ii. Campus Climate Survey -The faculty survey was completed, with a good response rate. Data is currently being analyzed by Real Lab in School of Education.
 - iii. Restorative Justice – a 4-day, 3 hour per session training on restorative justice was held in December. Peter, Jen, Nora and Christopher took part (if other UCIC members participated, let me know). It was a good, hard

training. We now have 25 more trained people, and with this growing number the hope is that word and practices can get out into the community and can shift the culture. It would be good if principles and practices of Restorative justice could prompt a paradigm shift in how we relate to each other and address conflicts. People from the Marin campus were also present and that helped everyone to become better connected. UCIC should continue follow these efforts and help to shift the paradigm and culture.

- iv. DEI in Athletics – Jeff was at a NCAA conference and couldn't be with us. Will check in next time.
- v. MLK events – There will be 9 MLK related events starting Jan. 18. Many are organized around the idea of the Radical King
- vi. Public Square events are being finalized for Spring semester. Flyers and calendar will soon be out. Schedule reflects some changes in times, not all are on Mondays. There will be one related to the Inauguration on Jan. 20.
- e. Discussion of changing meeting times. Those present affirmed that shifting the meeting time on Friday's to 1-2:30 pm is fine. Others can let me know if this works. At this point, next meeting will be, Friday, February 12, 1 pm

II. New Items

- a. If people know of students who might be interested in joining UCIC this semester should let me know. Thanks to Daria for being with us.
- b. New co-facilitators for Fall 2021 – By end of spring, we should have in place co-facilitators for 2021-22.
- c. John Walsh had some technical problems and couldn't stay for the whole meeting. He retired in December, but we know that he'll continue to teach and maybe/hopefully stay on UCIC. We'll find a time to share thanks down the line.

Dates for Spring 2021 UCIC Meetings – All Friday, 1:00 – 2:30 pm

January 15
February 12
March 12
April 9
May 14