

UCIC Meeting – Friday, October 11, 2019

1-3 pm – 2 Hornby Hall

Minutes

Present: Martin, Iyan, Marco, Chris, Monique, Jennifer, Nora, Robin, Jose, Peter, Keith, Sabrina James, guest

1. Follow-up discussion on Deans' Discussion on Faculty Diversity Hiring and Support
  - a. People appreciated Dean Brown's comprehensive effort to develop a system of processes to address faculty diversity issues, and Dean Wall's report on success in hired faculty from diverse backgrounds in the School of Education. We would like to build on this work to take these lessons to the broader University community.
  - b. Also noted that a training on Implicit Bias is going to be piloted this fall, in part to respond to Dean Brown's request for help in this area.
  - c. Next steps and action items:
    - i. Work to develop recommendations from UCIC on diversity hiring, writ large, not just for faculty search committees.
    - ii. Contact HR to learn more about their work in this area, and how UCIC can contribute
    - iii. Use the implicit bias training this fall to train other UCIC members interested in offering such trainings in the future.
    - iv. Contact HR to get a clear picture of how race and gender can be used in the evaluation of candidates, what is currently within the bounds of the law.
    - v. Contact Kathy Ogren to find out how she can help to advance these hiring diversity initiatives
2. Follow-up on Search for Senior Diversity and Inclusion Officer (15 minutes)
  - a. Appreciated the strong contributions UCIC members made to the process.
  - b. Discussed how we could help to mentor and support the new SDIO
  - c. Will invite that person to come to our meetings to discuss the relationship between their office and our group.
3. Thinking about complicated Diversity and Inclusion Issues and the role of UCIC (30 minutes)
  - a. Iyan briefed us on an issue regarding taking photos of students at LGBTQ+ related events. We decided UCIC could benefit from a larger conversation about the complicated issues linked to issues of celebrating visibility and pride, while also protecting the privacy of those who may not be "out." Action: Monique will take the initiative to organize a conversation with students from the Pride Center and people from University Communications. To help set some initial parameters for this, she will offer some recommendations that

might be implemented to address the issue, to assess what is within the realm of acceptable options.

- b. Peter briefed us about an issue where a member of the football team carried a “Thin Blue Line” flag onto the field before the game at George Fox University. In the wake of this act, there were tensions, upsets and hurtful actions. The UCIC acknowledges that the Thin Blue Line flag started to honor fallen police officers, but also as a counter to the Black Lives Matter movement. This blue line flag has become associated with far right, white supremacist groups, most visibly at the “Unite the Right” march in Charlottesville, VA in 2017. We are concerned that because of this evolving association, carrying the flag misrepresented the values of diversity and inclusion.
  - c. Action: Keith and Peter will draft a memo to key involved parties to have a meeting to discuss this matter further, with the hopes that the dialogue will help us to craft a University-wide response.
  - d. Note: it seems that discussion of these two items is helping to clarify a role that the UCIC can play. The discussion was helpful because we considered a range of perspectives and thought about the complexity of the issues. If UCIC can successfully facilitate meetings between participants to arrive at satisfactory resolutions, perhaps this is something that can be a defining feature of our group.
4. Review and Finalize 2018-19 UCIC Briefing
    - a. Action: Keith will contact Dalyn to get a short summary of the Nick Daily training to be included in the briefing. Upon receipt of this summary, he will send out the Briefing for approval.
  5. Other Items
    - a. Chris Barnes updated us on the work of the Martin Luther King Jr. Day events. A community has been working to bring more voices into the planning of these events.
    - b. Nora said she is working on clarifying policies regarding burning material as part of spiritual practices. John said that students can do this without sanction for religious purposes. Nora is seeking more clarity and perhaps a policy.
  6. Announcements
    - a. Race and Ethnic Studies is having an Open House, Tuesday, Oct. 15, 4-5 pm, Larsen Hall Lobby
    - b. November 4<sup>th</sup> – Listening for a Change Forum, 4-5:30 in Holt Hall, facilitated by Keith Osajima, information to follow
  7. Planning for November meeting
    - a. Amy Wilms from Academic Services and Disabilities Office will come to talk with us about issues in her area.
    - b. Follow-up on all that we discussed today

- c. If you have additional items as they come up, please send them to Keith and/or Peter

Next Meeting: Friday, November 8, 1-3 pm, 2 Hornby Hall