



**UNIVERSITY-WIDE COUNCIL
ON INCLUSIVENESS & COMMUNITY MEETING
January 29, 2016
10:00 a.m. – 12:00 p.m.
Redlands Room, Armacost Library**

AGENDA

- 1. Charge from President Kuncl and ways of working together [10 minutes]**
- 2. Introductions [30 minutes]**
- 3. Housekeeping [15 minutes]**
 - Frequency of Future Meetings: Monthly – May-June; September-December
 - President’s Website – Public Information About Council
 - Accountability: Council Minutes, Agendas, Actions, and Periodic Reports
 - Confidentiality Agreement
 - Council Portal for Members Only
 - Agendas
 - Library
 - Roster / Email Distribution List
 - Consideration of Small Working Groups
- 4. Discussion of “ground rules” for engagement [5 minutes]**
- 5. Review of Recommendation Matrix and discussion of next steps [45 minutes]**
 - Enrollment of Students (Item #13)
 - Recruitment of Faculty (Item #1, #2)
 - Shape of General Education Curriculum (Item #5; also Item #2 – Faculty Recommendations)
 - CAS Faculty Update from January 28 College Assembly
- 6. Moving Forward / Planning Next Agenda? [10 minutes]**
- 7. Closing Remarks by Leela MadhavaRau [5 minutes]**

Topics/Discussion Items for Future Meetings:

- University planning (Northstar 2020)
- Creating a positive racial campus climate
- Generate a survey to poll various campus communities to gauge campus climate
- Professional development for Council itself – possibly adapt the EUREKA Program
- Inclusive excellence and equity goals
- How do we remedy marginalization on our campus?
- What would equity-minded programs, pedagogies, and practices look like on our campus?
- Creating learning outcomes that promote equity
- Religious inclusiveness



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MEETING MINUTES

Present: Ralph Kuncl, Wendell Barner, Janee Both-Gragg (by phone), Robin Cooper, Sean Dunnington, Brent Geraty, Kamala Gollakota, Isabella Griffin, Larry Gross, Priya Jha, Sheila Lloyd, Ruijin Ma, Leela MadhavaRau, Jeff Martinez, Dennis Mclin, Damara Miller, Ralph Olivas, Keith Osajima, Charnese Patterson, Nora Pulskamp, Elana Rapp, Julie Rathbun, Conroy Reynolds, Zack Ritter, Destiny Saleem, Belinda Sandoval-Zazueta, Avijit Sakar, Marco Schindelmann, Tim Seiber, Ron Troupe, John Walsh, James Warren, Michelle Yeh, Moshe Zamir, Lauri Grier (staff to Council)

Unable to Attend: Dominique Lombardi, Emma Wade

President Kuncl opened the meeting by thanking everyone for their time and willingness to participate in this Council and for their commitment for the coming year. He noted many Council members were nominated multiple times.

I. Charge from President Kuncl and ways of working together

The Charge to the Council (attached as appendix) was not read, but the President made emphasis to the following points from it:

- The Council is being charged with both action and innovation in creating an ever-more inclusive community at the University of Redlands. His hope is that the Council will adopt this mindset: that we are in a process of becoming and evolving. This is not a moment nor a crisis, but an opportunity to be ever better.
- The Council is about respect, being proactive leaders, and honoring due process as we look forward.
- The Council is not about tearing others down, looking backward, or using counterproductive processes.
- The Council is about translation.

President Kuncl asked Marco Schindelmann to read excerpts from Maya Angelou's poem *Amazing Peace: A Christmas Poem* which focuses on the changes that occur in us and how we understand others:

Excerpts from *AMAZING PEACE: A Christmas Poem*
by Maya Angelou

It is the Glad Season.

Thunder ebbs to silence and lightning sleeps quietly in the corner.
Flood waters recede into memory.
Snow becomes a yielding cushion to aid us
As we make our way to higher ground.

We clap hands and welcome the Peace of Christmas.
We beckon this good season to wait a while with us.
We, Baptist and Buddhist, Methodist and Muslim, say come.
Peace.

Come and fill us and our world with your majesty.
We, the Jew and the Jainist, the Catholic and the Confucian,
Implore you, to stay a while with us.
So we may learn by your shimmering light
How to look beyond complexion and see community.

It is Christmas time, a halting of hate time.

On this platform of peace, we can create a language
To translate ourselves to ourselves and to each other.

II. Introductions

President Kuncel asked everyone to introduce themselves very briefly – in the usual way by telling name, department or affiliation, and length of service at the University, but also a story. Every one of us has a story to tell that *no one else knows*; tell us a piece of that story. All 35 attendees made brief introductions that verified just how diverse a group we are, bringing varying sensitivities. With perseverance, we will succeed.

III. Housekeeping

Future meetings will be held monthly: September through May or June.

Public information about the Council and its work will be published on the President's page of our University website. The Council will be accountable and translucent through its posting of: Council Meeting Agendas, Minutes, Actions, and Periodic Reports.

The President asked Council members to sign and submit a Confidentiality Agreement. While the Council will be translucent with its publishing of minutes, agendas, and periodic reports on the President's web page, he reminded Council that we must honor the sanctity of the Council and that Council members must feel safe to share personal stories and in order to take risks.

The Council was introduced to a web portal for members use. The portal will be used to post materials for upcoming meetings, agendas, and a Council roster and will house a Council Library – articles and publications any of the Council members feel might be of interest or benefit to the Council. The President requests only that Council members submit the most meaningful articles for the Library and that each be annotated at the top with the submitter's name and a very brief explanation of the worthiness of the piece.

The Council was asked if they would like to consider using small working groups. The consensus was that it may be wise. A small working group can be organized by a member (or members) of the Council with help from other experts within our community when a specific problem or topic arises. When a working group reaches a resolution, the results will be reported back to the Council and the group will be dissolved.

The Council was asked to watch for and actively seek opportunities where work can be delegated, so that others within our community can be engaged.

IV. Discussion of “ideals” for engagement

President Kuncl asked Jeff Martinez to record the list of ideals offered by members of the Council:

- Assume good faith
- Avoid the phrase “agree to disagree”
- Avoid conversation stoppers
- Dream the intermediate dream to find common ground
- Show-up and speak, but allow for shyness and listening/persevere
- Educate me if I am saying something wrong
- Be honest/authentic
- Not the place to be reticent to speak
- Be mindful/respectful of all
- Be open to different rhetorical styles, e.g., story telling
- Stand in a new place
- Listen to a new voice
- Realize we do not have to be perfect
- Always work to move forward and create **action!**
- Be timely
- Define terms
- Patience/pragmatism
- Look for workable solutions

V. Review of Recommendation Matrix and discussion of next steps

President Kuncl shared the story that when Oberlin’s President Marvin Krislov was recently presented with 14 pages of demands by students, he said that that he wouldn’t respond to “any document that explicitly rejects the notion of collaborative engagement.” Krislov agreed that there are racial problems on the Oberlin campus and throughout U.S. society, but he called for collective, collegial responses.

President Kuncl then went on to note that at Redlands we deal with contentious problems through collaborative, consultative means, because we believe in community and have established shared governance mechanisms rather than hierarchy. Therefore, we have created a deliberating body – this Council – one that reflects and advises on behalf of the entire University.

The demands delivered by BLACC were directed to the President and the administration. Instead of a response solely from President Kuncl or the trustees or both, the Cabinet thought it would be valuable to offer up some initial discussion about each topical area of the demands, written by those campus leaders who are closest to the issues – those who work daily at the greatest level of coherence of those topics. These initial thoughts are offered up just as a beginning, not an end, for the Council’s deliberations. We will ask for amplification from both the students and faculty on the Council to understand more fully what each group was meaning when they composed their letters to the President and administration.

It is anticipated that the Council will go through the student demands and the ad hoc faculty group’s memo topic-by-topic over time. President Kuncl would like to begin by addressing some that might have the broadest impact. He expects by the middle of 2016, the Council should be able to write an interim report on the Council’s overall progress.

The Council should determine which is the right department or leader or shared governance group to which to triage a particular problem. The Council may choose to create specific working groups to tackle researching a particular problem.

Focusing on the list of demands is not all that the Council is about. The Council will deliberate the climate and specifics of inclusiveness and the nature of community using the broadest concepts of what makes us diverse in both obvious visible ways and subtler invisible ways.

All 35 recommendations that emerged from our community could not be considered at our initial meeting. But the President guarantees that the Council will get there. For this first meeting President Kuncel asked that we focus on the following:

- Enrollment of Students (Item #13 – student demands)
- Recruitment of Faculty (Item #1, #2 – student demands)
- Shape of General Education Curriculum (Item #5 – student demands; also Item #2 – faculty recommendations)

Enrollment of Students (Item #13)

“We are no longer standing for an administration that is content to mask its deficit with statistics by saying we are 47% students of color. Seeing as our Black population has remained stagnant at 3%, and Pacific Islander and Native American population at less than 1% each, there is room for improvement in recruiting these groups. We understand that there are currently initiatives in place to attract Black and Native students, but they are ineffective. We need to re-evaluate that ways in which we are already trying to do this to come up with effective alternatives.

- Our recruiting strategy should be completely changed. Current positions in admissions should be converted to specifically seek Black, Pacific Islander and Native American students, similar to the position for recruiting international students.”

President Kuncel asked Elana Rapp as a co-writer of the Student Recommendations to amplify what the group meant when they wrote this recommendation. Elana pointed out that the recommendations were not written and submitted by only BLACC, but that the list came out of a response to the November 2015 Student Forum and was written by an informal small group of concerned students.

The Council had a discussion of Item #13 from the Recommendation Matrix, noting the following specifics:

- Our recruiting strategy may need to change
 - Need to identify additional geographic regions on which to focus our attention
 - Make coming to Redlands and staying here desirable
 - Best recruiters are our current students
- There is a question of trust – students do not trust statistics provided by the University
 - There may be a sense of “the University won’t release the ‘real’ numbers”
- How do we account for ourselves?
 - Need students’ help
 - Need to demystify the process/procedure for calculating numbers (include calculation process on website or whenever numbers are quoted)
 - Identify a way to educate students on processes – clearly communicate
 - Need to explain why these numbers are calculated in the first place
- Forum brought home that the 47% number is perceived as a marketing tool

- This number in particular bothered the students that submitted the recommendations
- There may be an assumption that 47% are “happy” students
- Difficult to find good and valid information when researching
- University required by Government to collect data on students – not on Faculty/Staff
- Ethnic fraud is a factor according to reports from colleges and experts (some students may think there is an added benefit in “checking a box” that is not accurate)
- Equity/diversity scorecard
 - Was an effort to gather accurate data
 - Based on a model by USC
 - Provided a baseline, year-to-year
 - Funding ran out
 - Lost key staffing
 - May be a useful tool to reinstate, at least its functions
- Need to be inclusive of ALL students, not just CAS or Redlands campus
- Understand that statistics do not always tell the whole story
- Federal authorities are asking students to place themselves in a “box”; we can go beyond the minimum that is federally required
 - Culture cannot be quantified
 - Not all groups are measured: racial, sexuality, religious – need to look beyond the box
- Admissions are sometimes perceived as “gatekeepers” – they prefer to be seen as “advocates”
- Policy vs. reality
 - Help students/staff to understand the admissions process
 - How is it determined which materials are sent and where?
 - Create an actual document that details the process of calculations
- Define and reemphasize our purpose – tunnel vision reduces our purpose

It appears that additional information is required, and we need to amplify beyond the demographics. Council was asked to make suggestions. The student recommendation states: “We understand that there are currently initiatives in place to attract Black and Native students, but they are ineffective.” Nora Pulskamp and Belinda Sandoval-Zazueta were asked to come back to Council in February to define specifically what these initiatives are and how they are being addressed.

Recruitment of Faculty (Item #1 and #2)

“We need more tenure track professors of color across departments. All search committees should prioritize hiring more professors of color.

There must be a written plan for how more faculty of color will be recruited, including deadlines.”

The Council continued with a discussion of Items #1 and #2 from the Recommendation Matrix noting the following specifics:

- There are currently 10 active faculty searches (not all are tenure track)
- Remember that there has been some success
- Need to better define open positions to encourage a diverse pool (e.g. “Teacher of Black History”)
- Include diversity goals as part of the job description
- Need to make space in the curriculum for more diversity

A recommendation was made to create a smaller working group to further flesh out these topics and return with suggestions for the Council at the February meeting. Julie Rathbun will head this group

with the following Council volunteers: Robin Cooper, Sheila Lloyd, Dennis Mclin, Keith Osajima, Elana Rapp, Destiny Saleem, Avijit Sarkar, John Walsh, James Warren. Others within our community may be invited to participate and/or contribute.

VI. Moving Forward/Planning Next Agenda?

President Kuncil indicated that he received an abundance of feedback about possible agenda topics/items for discussion. He asked Council members to look at the “Topics/Discussion Items for Future Meetings” from today’s Agenda, and send Lauri Grier votes for the top two topics for discussion at the next few Council meetings.

Additionally, Council was asked to review the Recommendation Matrix and consider what was not said at today’s meeting but should have been said.

VII. Closing Remarks by Leela MadhavaRau

President Kuncil thanked everyone for their openness and contributions at the inaugural meeting. He asked Leela MadhavaRau to close the Council meeting by sharing some of her remarks from the recent Martin Luther King event on campus.

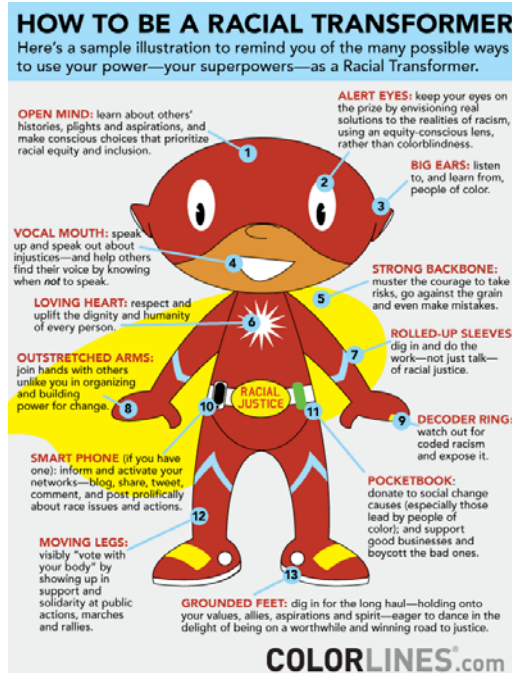
This meeting is taking place in a building built on indigenous land, and every day I thank the Serrano and Cahuilla peoples for working in partnership with the University of Redlands. Dr. King spoke to the harsh reality of this history in explicit terms:

“Our nation was born in genocide when it embraced the doctrine that the original American, the Indian, was an inferior race. Even before there were large numbers of Negroes on our shores, the scar of racial hatred had already disfigured colonial society. From the sixteenth century forward, blood flowed in battles of racial supremacy. We are perhaps the only nation which tried as a matter of national policy to wipe out its indigenous population. Moreover, we elevated that tragic experience into a noble crusade.”

The subtext to all of Dr. King’s work around racial equality is the presence of racial supremacy. The speeches where this is overt tend not to receive as much airplay. The phrase ‘racial supremacy’ is raw and uncoded and not the image of the United States we want. However, until we admit that is the reality, we cannot move forward. As the founders of #Black Lives Matter write:

“Progressive movements in the United States have made some unfortunate errors when they push for unity at the expense of really understanding the concrete differences in context, experience and oppression. In other words, some want unity without struggle. As people who have our minds stayed on freedom, we can learn to fight anti-Black racism by examining the ways in which we participate in it, even unintentionally, instead of the worn out and sloppy practice of drawing lazy parallels of unity between peoples with vastly different experiences and histories.”

There is an illustration put out by Colorlines.com titled “How to be a racial transformer”...



These are actions that we can all take. At first, undertaking these actions might be difficult, but quickly they become the norm and you become another strong ally. Then you teach a friend, and so the movement grows – reach one, teach one. And, in convincing that friend, you can turn to Dr. King and tell them – in his words:

“There comes a time when one must take a position that is neither safe, nor politic, nor popular, but he must take it because conscience tells him it is right.”

When Dr. King said, “Our lives begin to end the day we become silent about things that matter,” he wanted us to keep the dialogue going. It will be difficult, messy, mistakes will be made, feelings will be hurt, we will get tired, and many tears will be shed. We have to learn to search for common ground and not say ‘let’s just agree to disagree.’ We must savour the small victories as a taste of what will come.

To encourage us to spend time in brave spaces rather than safe spaces, I remember Dr. King’s phrase, “Faith is taking the first step even when you don’t see the whole staircase.” But unexpectedly I also turn to David Bowie:

“If you feel safe in the area that you’re working in, you’re not working in the right area. Always go a little further into the water than you feel you’re capable of being in. Go a little bit out of your depth. And when you don’t feel your feet are quite touching the bottom, you’re just at the right place to do something exciting.”

On Wednesday night, Diane Nash gave us so much to consider and her words continue to resonate. She said, “Freedom is a never-ending struggle. The question is – Will you stand up?” She reminded us that when she and her contemporaries got tired, they told each other of the generations yet unborn for whom they were acting. “We hadn’t met you but we already loved you and wanted a better life for you.”

VIII. Adjournment 12:08 p.m.