

UCIC Meeting  
Friday, December 7  
1:00-3:00pm  
2 Hornby

❖ Next Meeting – Friday, January 11, 2019 – 1-3 pm

Meeting Notes:

❖ Kuncl:

- Four members of the cabinet finding a way to continue work after Leila's department
  - Interim period of self-reflection and exploration
    - Re-envisioning moment for opportunity to start fresh and not be controlled by past assumptions
    - Reaching out for advice – listening mode to be optimistic that better outcomes will come

➤ Kathy:

- Deans have start searches in department and colleges to bring diversity to staff
- Two workings – Inclusive Excellence (IE) is at the forefront of the process
  - Overall position request process – analysis to discuss position requests to ensure IE in recruitment and hiring
  - Faculty working group on faculty salary plan – to recruit and retain diversity faculty
- Faculty is in active conversation with Kathy to progress IE
- Kevin Dyerly and Ben Aronson are also crucial figures in continuing and growing IE

❖ Question: the university may have a lot of ongoing projects but they may not be very visible – three years out, what is the stance on having one chief diversity officer now?

▪ Kuncl

- Diversity and Inclusion requires all of us
- Groups may not be as visionary as one leader but leaders can be influential to organizing and creating cohesive results
  - ◆ Leaders need the passion and advocacy of the group to ensure that there is progression
  - ◆ Neither model is better than the other or compete against each other but now may be a time to reevaluate our model
    - We must ensure that if there is one leader, that they advocate for everyone and not their own agenda
  - ◆ If we diversify ourselves but are not an engaged community, then we have not changed
    - We must be inclusive as well
- We must diagnose the problem before we propose a solution
- Kathy: commencement has produced a “dialing down” method of trust in committee members to do their jobs

- A key part is finding a team that is cohesive and committed to achieving a common goal
  - Leader must be helpful in making faculty reflect and look into themselves
  - We may need a single leader to build accountability but many of the issues or topic brought to a leader is very situational and hard to decipher
  - Jesus' report will be brought to the council and the community
  - What does the system do to support diverse students and faculty when they come here?
    - Kuncel
      - The more you balkanize, the less opportunity you have for inclusion
        - ◆ This is systematic error that is made by paying so much attention to the affinities that you lose a picture to the whole
        - ◆ Training may be the answer to lead to more inclusiveness in the classroom
          - If we may subject ourselves to a critical lens of inclusive examination then we may be able to see where we are at fault or succeeding
            - Model is to teach faculty to be better educators
        - ◆ People are a part of systems (programs or people) and have similar missions that can be used to support students that identify within a system (program or people) – does this balkanize students or give them adequate or beneficial support? (Chris)
        - ◆ We often, in our zeal to be diverse, fail to provide any at all or sufficient support because we do not think of the issues that the students from diverse groups face when at the U of R (Kuncel)
          - IE is a process to embed the thought of diversity and inclusive in every aspect of various departments or spaces so that we are providing proactive support (Jesus)
            - Often the process before IE is very piecemeal
              - A leadership model may prevent this piecemeal (Keith) – they may set a vision or a tone to ensure that IE is recognized across campus and it might be that time for the U of R (Kathy)
  - Later Responses:
    - There needs to be spaces for both inter and intra group interaction
    - Affinity community means safety for many but not every community needs the same resources – conflicting practices
    - We need advocacy that says here's an interest that we must defend is more in line with what IE and not just in your face demanding
    - We have not had the difficult conversations yet
- This institution has to change to provide systems/programs to support a growing diverse student body with new diverse concerns (Kathy)
- ❖ The opportunity of this moment is to not necessarily think of what we want for a chief but for what we want the UCIC to do (ex. merging into CDI) as we continue this conversation
- ❖ Scope for Jesus – are you looking at major alumni donors?

- To inform them of initiative and ensure that they do not pull money or may give more money as we promote IE
- Jesus' position is to make sure that the office managing alumni donors is doing this
  - This council is also not supposed to be doing all the work on diversity but rather holding all others accountable
- ❖ IE has organically come up to the fold across campus (Monique)
- ❖ Beyoncé Mass (01/21)– intersectionality (Monique)
  - People have expressed that they are unsure about bring this to campus – how do we talk about this?
  - Concerns: offensive to Christians (blasphemous), not reflective of the African American community
    - John is waiting for communication from the creator to accurately and respectfully give a statement to the community
      - There will be a panel as well before
    - Is the community ready for such an event?
    - This needs to be expressed similarly to the feast of lights because it is a performance as well
    - Did BSU/African American students agree that they wanted this event to express their social identity on MLK day? – (questions heard or shared with Chris\_
      - Should we create an MLK steering committee? (Jesus)
    - Could lead to more conversations about how Christianity is portrayed or reflected in society – bigger than the Beyoncé mass
      - Can we have an opportunity to talk about more issues of larger complexities of inclusion within Christianity?
        - ◆ Irony that the Beyoncé mass is out of sorts of Christianity?
  - Going forward – are there things we want to do/make sure are done?
    - More information!
    - Blog or panel discussion around the event leading up to it
    - Possible meeting before spring semester starts (January 11<sup>th</sup>) – will try to invite Yolanda to this meeting
      - Secondary public UCIC meeting on January 18<sup>th</sup>? – will give buy-in for the event and MLK day (Yolanda, John, Peter, Joe, Provost and a potential student will work to interview and create another statement about the concerns of the mass)
      - Open debrief of mass afterwards with a follow up story – January 25<sup>th</sup> (not a specific UCIC hosted meeting but led by the group to get the appropriate people together)
- ❖ Monique and Peter will be co-facilitate in the spring