

UCIC Meeting  
Friday, October 9, 2020  
11:00-12:30 on WebEx

Minutes

Present: Iyan Barrera-Sandri, Jennifer Tilton, Nora Pulskamp, Denise Spencer, Daria Pikulina, Peter Tupou, John Walsh, Martín Hoecker-Martinez, Robin Cooper, Paige Mann, Jeff Martinez, Jose Lalas, Marco Schindelmann, Devan Steele, Christopher Jones, Members of the Anti-Racist Statement Task Force

## 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. Updates, Debriefs and What's Ahead
  - a. UCIC Planning for 2020-21 – As a context for this year's work, we want to keep our "Future Planning" from the annual report in mind, which means we pay attention to communication and connection with the President and other administrators; we work on communication of our work and visibility, and we work to be more proactive to identify areas of work that we wish to continue through the year.
  - b. Follow-up Diversity Town Hall – Strategic Plan – The UCIC is playing an active role in the development of the Diversity Strategic plan. Three of our members, Nora Pulskamp (Campus Climate and Inclusion), Jose Lalas (Retention and Recruitment), and Dalyn Montgomery (Leveraging Resources) are leading the working groups. By virtue of UCIC's integral involvement, work on strategic planning will be an ongoing priority through the year.
  - c. Restorative Justice Follow-up – there is continued interest to build University capacity to use restorative justice at the University. People would like to expand training and look to extend RJ as a tool to address broader harms that affect groups of people. UCIC can help to support these efforts by keeping track of the conversation and help use our connections to build momentum to get needed financial support.

- d. DEI work in Athletics – the Athletics Department recently developed an extensive idea and resource document for addressing DEI issues. The UCIC will continue to track how this work is going and offer support if needed.
  - e. Board of Trustees meeting 10-16-20 – The Student Affairs committee of the Board of Trustees will be taking the initial steps toward developing more extensive education and awareness of DEI issues within the Board. On Friday, Oct. 16, Donna Eddleman, Christopher Jones, and Keith Osajima will be part of the Student Affairs Committee meeting for its first discussion.
- II. Discussion of Anti-Racism Statement
- a. Members of the Anti-Racism Statement Task Force came to our meeting. This is a group that formed out of the faculty Assembly. Originally a faculty initiative, it is now a statement that would speak for faculty, administrators and the Board of Trustees. They helped to clarify their work and sought input from UCIC. We will continue to track progress on this statement. Their members are: Adriana Alvarado, Bing Bai, Jon Berquist, David Danielson (Trustee), Wendy Farley, Leland Launer (Trustee), Mario Martinez, Conroy Reynolds, Avijit Sarkar, Renee Van Vechten, Patrick Wing
- III. Farewell and Thanks
- a. Meeting concluded with appreciations and farewells to Robin Cooper. Robin has been a UCIC member from day one. Her clear thinking, strong commitment and deep understanding of diversity and inclusion matters has made her a powerful member of UCIC. We wish her well as she leaves the University to take an exciting position at the Los Angeles LGBT Center.
- IV. Next Meeting – November 13, 2020 – 11:00-12:30