

**First Annual Report of the
University-wide Council on Inclusiveness and Community
February 15, 2017**

I. The Formation and Mission of University-wide Council on Inclusiveness and Community

During November 2015, two forums were held on campus in response to local and national conversations about race. That same month, University President Ralph W. Kuncl announced the formation of the University-wide Council on Inclusiveness and Community (“UCIC”). Working collaboratively with students, faculty, staff, and administrators, the President sought nominations from across the University and ultimately established a 34-member council.

President Kuncl charged the UCIC to “consider, plan, and communicate actions and progress on our commitment to improve the University of Redlands’ culture and climate for all.” The UCIC adopted the following language from President Kuncl to guide its work: “We are in a process of becoming . . . a process of becoming and evolving . . . remaining committed to a rich history of excellence by redoubling and sustaining our efforts in important areas and exploring new ways of being in the modern world.”

The UCIC later developed a UCIC-specific mission statement to focus its work and which reads: “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.”

Designed to be a council that listens to campus concerns, the UCIC gives voice to those concerns for the purpose of constructive dialogue, and it makes recommendations to the President’s Cabinet for concrete steps to further those areas of the University’s mission pertaining to diversity and inclusion.

Members of the UCIC regard themselves as continuing the legacy of those students, faculty, staff, and administrators—past and present—who have contributed to meaningful change at the University when it comes to expanding access for, and seeking the full participation of, historically underrepresented groups. Members of the UCIC also regard themselves as having a responsibility to facilitate even greater inclusiveness and community.

The UCIC was initially convened and facilitated by the President until May 2016, at which time, Sheila Lloyd, a member of the faculty, was elected as the Council’s facilitator. In the fall semester of 2016, the Council elected a student, Damara Pratt, to serve as co-facilitator.

A list of 2016 UCIC members appears at the end of this report.

II. Student Demands

Following the November 2015 forums, a group of students delivered to the President a written list of actions that students of color and supporters of the University's commitment to increased diversity and inclusion wished to see. The President referred the demands to the UCIC, and the UCIC devoted most of its first four meetings to examining them. The President and his Cabinet provided initial responses to the Student Demands highlighting actions already under way that students might not be aware of and suggesting additional steps that might be worth further examination. As stated in the Cabinet's initial responses: "These initial responses, provided by the Cabinet, are intended to serve as a starting point for discussions among the University-wide Council on Inclusiveness and Community. The next steps will be the work of the Council." The Council has been addressing the Student Demands and expects to distribute "Student Demands: An Update" to the campus community in April.

III. Council Working Groups

The UCIC, discovering that a large council with limited meeting time has difficulty addressing the many issues before it, decided to establish working groups. The working groups are:

- *Academic Relations*
- *Communications*
- *Equity, Inclusion, and Diversity Strategic Plan Research and Drafting Committee*
- *Faculty Recruitment*
- *Staff Resources*
- *Student Resources*
- *Ad Hoc Groups (as needed)*

Each of the working groups will support the UCIC as it identifies a specific frame in which to develop concrete, achievable, and assessable actions moving the University toward full inclusiveness. A description of each Working Group is included as an appendix.

IV. UCIC Accomplishments

During its first year, the UCIC has collaborated with the current shared governance structures of the University. For example, the UCIC does not view its existence or actions as separate-and-distinct from the Faculty Senate and Assemblies, academic departments, ASUR, URSAA, the President, the President's Cabinet, and the Board of Trustees. The UCIC has influence in relation to the research on matters pertaining to diversity and inclusion and in relation to the credibility and persuasiveness of its recommendations. Because of this collaborative approach, it is difficult, if not impossible, for the UCIC to "claim" accomplishments that are truly University accomplishments. Having said that, the UCIC believes that its existence and participation contributed to the following accomplishments during its first year:

- Developed resources for the UCIC to do its work;
- Promoted the selection of diverse Orientation Leaders and Peer Advisors for Orientation Week and First-Year Seminars for incoming first-year and transfer students;
- Encouraged a return to diversity-focused discussions, instead of lectures, during Orientation Week;
- Recommended the implementation of a Campus Climate Survey, which would holistically gauge the state of diversity and inclusion at the University;
- Supported a student-led conference – “Race on Campus: A Student Conference” – in May 2016 that saw more than 200 students attend from 18 Southern California universities and colleges to discuss race and inequality in higher education and the rest of society;
- Organized, through the Admissions Office, two focus groups convened during spring 2016 and open to the student community to discuss admissions and recruitment of students of color;
- Worked with the CAS Admissions Office to draft a Multicultural Plan for 2016-2017 and subsequent years;
- Recommended specific search guidelines to the administration on the recruitment and hiring of a diverse faculty. Many of the faculty searches were well under way before the UCIC was established, but the faculty hired this year are among the most diverse of any group ever hired by the University.

VI. Campus Participation

The UCIC issues this document to report on its establishment and activities (about which more can be found in the minutes and agenda posted at <http://www.redlands.edu/meet-redlands/office-of-the-president/meet-dr.-ralph-w.-kuncl/presidents-council-on-inclusiveness-and-community/>).

The Council would also like to solicit additional participation and ideas from students, faculty, staff, and administrators on creating a more diverse and fully inclusive university community. If you have any suggestions for or would like to communicate with the UCIC, please contact the Council at ucic@redlands.edu.

Lastly, you are invited to attend the UCIC forum, “What Now?: Advocacy and Activism,” which launches the “Beyond the Great Divide” series sponsored by the Provost’s Office and will be held today at 6:30 in Casa Loma.

Appendix One

UCIC Working Groups

Academic Relations

This group will work together and, in accordance with, the faculty governance structure to pursue and realize, in a timely manner, the goals of developing and fostering an inclusive and diverse curriculum through such efforts as creating an equity-minded and diverse faculty and staff and advocating for critical and social-change courses, pedagogies, and programs so that our students find ways to locate their education within the contexts of access, bias, and power.

Communications

Ongoing communication will be key to educating internal and external audiences about the work of the Council and to maintaining confidence in the UCIC. This group will be responsible for drafting language on the UCIC's mission, its efforts, and initiatives. It will revise the current university webpage devoted to the Council, draft UCIC statements and reports, and use social media platforms in disseminating the Council's messages. This group will also be responsible for organizing UCIC-sponsored and cosponsored events such as forums, talks, and film series.

Equity, Inclusion, and Diversity Strategic Plan Research and Drafting Committee

After researching various models, this group will fashion a plan that provides a framework for excellence in the areas of equity, inclusion and diversity that dovetails with North Star 2020. The group, working over the course of a year, will produce a document that addresses both top-level goals as well as more specific, crucial ones such as a bias incident reporting for different areas of campus. This will be intensive work, requiring a high level of commitment.

Faculty Recruitment

This group will support and advance the UCIC's commitment to increasing the diversity of the University's faculty. Though there are structural challenges facing the University – and the rest of higher education – the University is committed to doing all that it can to overcome those challenges.

Staff Resources

This group will work to ensure that the University of Redlands' staff has a safe and diverse working environment and that they are valued for their contributions to the educational mission of the school. While this working group will work to advance the interests of all the staff, its main focus will be on the non-administrative staff. It seeks to make sure that the staff has a separate voice from the administration, that their concerns are taken seriously, that they are not marginalized or made to feel invisible, and that their contributions to the University are valued.

Student Resources

This group will support the efforts and contributions of the Council's graduate and undergraduate student leaders in advancing the UCIC's commitment to excellence and equity. Through the working group's outreach to and collaboration with student organizations and underrepresented students, it will keep the

Council responsive to students' concerns about and ideas on such issues as improving and transforming campus climate and distributing campus resources equitably to graduate as well as undergraduate students.

Ad Hoc Groups

Given the possibility that new issues might arise or that UCIC members might want to take on concerns other than those assumed by the above working groups, additional groups that can work nimbly to address those issues and concerns will be formed. The co-facilitators will ask for volunteers and/or call on other individuals at the university best positioned to resolve arising issues or concerns quickly.

Appendix Two

2016 Council Membership

Member Name	Affiliation
Sheila Lloyd	Council Co-Facilitator; Faculty, CAS
Damara Pratt	Council Co-Facilitator; Student, CAS
Wendell Barner	University Trustee
Janee Both-Gragg	Faculty, SOE
Robin Cooper	Administrator, Counseling Center
Sean Dunnington	Student, CAS
Brent Geraty	President's Cabinet
Kamala Gollakota	Faculty, SOB
Isabella Griffin	Student, CAS
Larry Gross	Faculty, CAS
Priya Jha	Faculty, CAS
Ruijin Ma	Faculty, CAS
Leela MadhavaRau	Administrator, CDI
Jeff Martinez	Administrator, Athletics
Dennis Mclin	Student, SOE
Ralph Olivas	Staff, Facilities
Keith Osajima	Faculty, CAS
Charnese Patterson	Administrator, Facilities
Nora Pulskamp	Staff, CDI
Elana Rapp	Student, CAS
Julie Rathbun	Faculty, CAS

Dominic Ravina	Student, CAS
Conroy Reynolds	Visiting Faculty, SOE
Joseph Richardson	Community Representative
Zack Ritter	Staff, CDI
Belinda Sandoval-Zazueta	Administrator, Admissions
Avijit Sarkar	Faculty, SOB
Marco Schindelmann	Faculty, SOM
Tim Seiber	Faculty, Johnston
Denise Spencer	Staff, Academic Affairs
Ron Troupe	University Trustee
Emma Wade	Student, CAS
John Walsh	Administrator, Chaplain's Office
James Warren	Administrator, Res Life