



**UNIVERSITY-WIDE COUNCIL
ON INCLUSIVENESS & COMMUNITY MEETING**

March 31, 2016

3:00 – 5:00 p.m.

Redlands Room, Armacost Library

AGENDA

****Please bring with you your copies of the Recommendation Matrix****

- 1. Brief report from Working Group on Recommendation Matrix Items #1 and #2 – Recruitment of Faculty [Julie Rathbun]**
 - 2. Climate Surveys Relevant to Title IX [Leela MadhavaRau]**
 - 3. Comments About Race Relations and Inclusion in Light of the URSAA Meeting March 28, 2016, and EUREKA Programming [Leela MadhavaRau]**
 - 4. Open Discussion: Recommendation Matrix #13, 14, 15, 16 – Student Recruitment**
 - 5. Creating a Positive Racial Campus Climate – Graffiti/Speech/Slurs/Hate Expressed on Campus: What is Optimal Response of University Community? [Elana Rapp]**
 - 6. Is There Enthusiasm for Establishing Working Groups, such as:**
 - **Admissions/Recruiting (Recommendation Matrix #13, 14, 15, 16, 17)**
 - **Orientation Week (Recommendation Matrix #10, 11, 12)**
 - 7. Preference for Which Recommendation Matrix Items to Discuss Next**
 - 8. Summary of Action Items from This Meeting**
 - 9. Planning Next Agenda?**

Topics/Discussion Items for Future Meetings:

 - a. Creating a positive racial campus climate
 - b. Inclusive excellence and equity goals: what would equity-minded programs, pedagogies, and practices look like on our campus?
 - c. University planning (Northstar 2020 – **if revised**)
 - d. Creating learning outcomes that promote equity
 - e. How do we remedy marginalization on our campus?
 - f. Religious inclusiveness
 - g. Generate a survey to poll various campus communities to gauge campus climate
- Other Action Items from February Meeting**
- Broaden/amplify language of items #10, 11, 12 from Recommendation Matrix [Leela MadhavaRau]
 - All Council members should email Lauri Grier with the number of hours they would be willing to commit to a training program [all – none received as of 3/30/16]



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MEETING MINUTES

Present: Ralph Kuncel, Wendell Barner, Robin Cooper, Kamala Gollakota, Larry Gross, Priya Jha, Sheila Lloyd, Ruijin Ma, Leela MadhavaRau, Jeff Martinez, Dennis Mclin, Keith Osajima, Charnese Patterson, Nora Pulskamp, Elana Rapp, Julie Rathbun, Conroy Reynolds, Zack Ritter, Avijit Sakar, Marco Schindelmann, Ron Troupe, Emma Wade, John Walsh, James Warren, Michelle Yeh, Mikey Zamir, Lauri Grier (staff to Council)

Unable to Attend: Janee Both-Gragg, Sean Dunnington, Brent Geraty, Isabella Griffin, Dominique Lombardi, Damara Miller, Ralph Olivas, Joseph Richardson, Destiny Saleem, Belinda Sandoval-Zazueta, Tim Seiber

At 3:08 President Kuncel welcomed the Council noting that attendance appears to be dropping. He followed up with a reminder that the Council owns the meetings as well as the agenda and Council members should take an active role in the preparation and planning for meetings.

1. Creating a Positive Racial Campus Climate – Graffiti/Speech/Slurs/Hate Expressed on Campus: What is Optimal Response of University Community?

What follows is an attempt to summarize a one-hour conversation:

Elana Rapp initiated a discussion about racial type incidents happening on campus and the University community's response to them. There have been rumors about recent happenings. Some feel that the University has not responded at all or not responded quickly enough to address these issues. The subject was brought up at the student forum on public safety earlier in March, where it seemed details of said events were unclear and somewhat exaggerated. Specific mention was made of vandalism in the Chapel. Some Committee members feel the University needs to take a more public stand against any kind of racial expression of intolerance or hate. It was noted that with regard to the incident in the Chapel, the motive was unclear as well as the intended target and who the perpetrator may have been. This is the primary reason why no public statement was made. The President assured the Council that all incidents of this sort are fully investigated, documented, and that the University finds them intolerable. The required/expected response is not the same for each occurrence, and responsible staff must base their response upon the results of each investigation. Sometimes no response may be the best response.

Some students felt the lack of a public statement for each event may be somehow perceived as acceptance of these types of behaviors. They felt the University should make a clear, unified, and immediate announcement about what has taken place and reiterate their intolerance of such acts.

The broadcast communication President Kuncel sent in early December entitled “Islamaphobia,” in response to the December 2nd shootings and aftermath was offered as an example. Some felt it addressed only one isolated incident rather than to decry all such hateful expressions. The President asked that the memo be reconsidered to see that it was intended to address all forms of discrimination, not only those against Islam, but was obviously provoked by the historic, tragic terrorism in San Bernardino and its backlash.

Some felt that we must be honest about what the limitations are around what we as a University are able to do. It may seem at times that there is no form of justice. Supporting one another is a must and may be all that can be offered. Discussion or dialog is perceived as a good response, as it creates awareness and encourages inclusivity. The Council itself could develop its own voice, instead of expecting administrators to be the only public message bearer.

The question was asked whether it matters if the perpetrator is a member of the University community rather than a member of the local Redlands community. All incidents of crime that affect our campus community must be reported under the Clery Act in order to be properly addressed. Some acts may be acts of free speech and are not illegal, but are expressing a difference of opinion. The University’s options are limited in responding to them. Intolerant speech is best countered by intelligent speech.

Some would suggest that any time a student is made to feel unsafe or uncomfortable a response from the University is appropriate; others would not expect a corporate university response to every incident.

The Council was asked whether it would like to write a statement to the University community about hate and vandalism, how these types of occurrences have taken place and are being tracked, and that the Council decries them. Elana Rapp agreed to convene a small group of Council volunteers to write a statement. The statement should include a definition of “inclusive community”. The following members volunteered to co-author the statement: Elana Rapp, Robin Cooper, Leela MadhavaRau, Jeff Martinez, Marco Schindelmann, Ron Troupe, Emma Wade, John Walsh, Michelle Yeh.

It was also suggested that the Student Code of Conduct be amended to address the expectations for students when these types of incidents occur within the campus community. Currently it does not address a “hostile student environment.”

2. Brief report from Working Group on Recommendation Matrix Items #1 and #2 – Recruitment of Faculty

Julie Rathbun reported that since the March 31 meeting, the Faculty Working Group met with the Provost and will continue discussions with her. They are working on guidelines for this year's search that will specifically address inclusiveness.

3. Climate Surveys Relevant to Title IX

Leela MadhavaRau explained that a Climate Survey is part of the Title IX guidelines of the Department of Education's Office of Civil Rights. The question is whether the University should follow a narrow Title IX survey format or try a broader approach with items about campus climate? Several possible models were mentioned including Susan Rankin's (Rankin & Associates) and one that the University of Puget Sound wrote on its own. These offer more specific and targeted results, but are costly. Concept validity and statistical reliability are always factors when deciding on a survey format. It is difficult to make an historical trend comparison without a statistically reliable tool; it is impossible to analyze the meaning of data without peer comparison data.

Council members are asked to give this topic some serious thought and send suggestions/recommendations to Lauri Grier by April 25, 2016. Should Jared Rodrigues be invited to address the Council on this topic at its next meeting in April?

4. Comments About Race Relations and Inclusion in Light of the URSAA Meeting March 28, 2016, and EUREKA Programming

Leela MadhavaRau indicated that there are nearly 50 people enrolled in the current EUREKA program. Participants have been very involved and open in their discussions about each of the topics within EUREKA. It has helped many to see that there is a safe space that is appropriate for difficult questions and discussions. It has increased the campus wide awareness that allows individuals to bring their "entire selves" to their workplace. Faculty and staff should be encouraged to participate in future sessions and continue open and honest dialogues.

5. Open Discussion: Recommendation Matrix #13, 14, 15, 16 – Student Recruitment

The Council agreed that students can play a useful, active role in recruiting new students. Of critical importance is that new students see a "familiar" face when they arrive. It was noted that Admitted Students Day is anticipated to be comprised of a very diverse group of prospective students and is being met with enthusiasm. It was recommended that an effort be made to travel out to meet with students who are unable to visit campus. We need to keep in mind that the prospective student tour is not the "real life" experience; we should give balanced, honest impressions when responding to anyone who expresses interest in our community. It was also agreed that face-to-face contact and hand-written notes are likely to be effective because they are personal. CDI offers a program called "I'm Going to College" that is geared to help students succeed by sharing personal experiences. The focus is on reality and not on negativity.

Again, one member voiced displeasure that the Multicultural Festival was simultaneous with Admitted Student Day. John Walsh reminded us that it was originally a student initiative to make them so.

Emphasis was made once again that as a University we need to become proactive rather than reactive in recruitment. Members suggested that there seems to be a “disconnect” between the undergraduate experience versus the graduate experience, which based upon student accounts are very different. Our international student population also seems to have a very different experience, and it was suggested perhaps they are a “better informed customer.”

Wendell Barner commented that while we will always try to do what is best for the University, we must remain authentic, valuing candor and honesty above all, and remembering that “a student’s journey is not their destination.” Our goal is to show them a vision and perspective of a future that promises both good and real-world experiences and the best way to manage them.

At this point, because agenda item #1 was extended, Council ran out of time and the rest of the agenda could not be addressed. President Kuncl asked that Council members review and be prepared to discuss Recommendations Matrix #16 at our April meeting. Also be prepared to discuss agenda item #6 from our agenda today.

6. Is There Enthusiasm for Establishing Working Groups, such as:

- **Admissions/Recruiting (Recommendation Matrix #13, 14, 15, 16, 17)**
- **Orientation Week (Recommendation Matrix #10, 11, 12)**

Ron Troupe concluded the meeting by reminding the Council that there have been 50 years of progress since he was one of five black students on the Redlands campus, and he sees that as improvement and growth. He also shared that his experience was a very positive one.

The meeting concluded at 5:13 p.m.

Summary of Action Items from This Meeting

1. Suggest Student Life staff re-write the Student Code of Conduct to address expectations with regards to graffiti/speech/slurs/hate expressed on campus.
2. Follow up with Kevin Dyerly for a status update on matrix item #13: Who has been designated with responsibility for coordinating multicultural recruitment?
3. Follow up with Kevin Dyerly for a status update on matrix item #14: Who has been designated from the Admissions Host team to be the CDI liaison?
4. All Council members should review before the April Council meeting the revised edition of Matrix items #10, 11, 12 provided by Leela MadhavaRau.
5. Elana Rapp will convene volunteers Robin Cooper, Leela MadhavaRau, Jeff Martinez, Marco Schindelmann, Ron Troupe, Emma Wade, John Walsh, and Michelle Yeh to write a public statement on hate incidents and the University’s intolerance of them.
6. Be familiar with and prepared to discuss Matrix Item #16 for April meeting.