

CEAS E&I Meeting  
March 30, 2018

Meeting was called to order at 10:00am.

Attendees: Ken Simonson, Laura Pinelo, Melodie Fickenscher, Jim Jordan, James Larkin, Nate Jorgensen, David Warmack, Eugene Rutz, Julie Muenchen, Frank Gerner, Rebecca Hale, Jason Heikenfeld, Mike Sanderson, Paul Orkwis, Katy Markley, Janet Pope, Michelle Montoya, Shelly Tipton, Maureen Leigh, Bridgitte Marlo, Curtis Eaton, Teri Ambrosius, Christine Johnson, Teri Reed, Whitney Gaskins, Magnolia Modarress, Hannah Ko, Natalie Thompson, Allison Hershner, Barb Carter, and Julie Steimle.

### **E&I Info sharing:**

- Julie attended the March 2018 NSBE conference and shared student's interest about summer research program for undergrads
  - No central location for students to find this type of information. Ken Simonson stated that a central location is needed on our website.

### Discussion on the Strategic Plan

Training - completed last meeting

Support - completed last meeting

### Accountability

- All leadership candidates, directors and above that they meet with one or two members of E&I committee. Rubric should be included in the decision
- Every candidate interview should have their packed circulated which should also include their diversity statement.
  - Suggestion was made to explain the diversity statement on the application since people outside of UC may not know what to write/include. Openness of the question allows user to define what diversity means to them..
- Diversity training and initiatives implemented in APR. Possible question: what one thing did you do to change the thought process.
- Search committee - Propel
- UC visiting stem schools, middle schools and high schools - are we measuring accurately and across all stem school visits?
- RPT criteria to include E&I initiatives
- Eugene stated that there should be diversity training outside of attending the workshops
- Julie - recommended that E&I discussions at staff and faculty meetings. It was discussed that faculty do not attend E& council meetings.

Dean Orkwis requests that the strategic plan will be circulated to the faculty for a vote. Have the faculty participate as responsible parties/partners.

Teri A. Asked that we drop the committee wording at the end of our name. All college E&I meeting.

Include students with disabilities and be aware of language.

Case Study:

Eugene Statement:

I am hopeful that the relationship can be restored. Question on how we should talk about talk about race. Eugene was thankful for David's forgiveness and gave them an opportunity to reconcile.

Whitney discussed restorative justice. Having a circle when something goes wrong.

- Report the incident
- Seek a resource that comes to this circle for amends to happen.
- Restoring justice makes the people feel safe again. University does not do this and its not part of their process, but we can include this into the college.

Leaders may not be trained to handle some of these situations such as this. It is important that different levels of leadership are provided training all the way to do the student level.

Ken Simonson stated that colleges have to follow processes of the institution. There was a discussion on the university statement that no harm was done on the complaint that was filed by David against the university.

Nate Jorgenson - Attended the workshop that discussed the Right to be racist. As a marketing person he felt that he should say something as students are not supporting of this.