



UDC RETREAT MINUTES

August 11, 2021

Graduate School of Oceanography

Coastal Institute Large Conference Room

Attendees: Gifty Ako-Adounvo, Mary Grace Almandrez, Erin Earle, Maling Ebrahimpour, Michelle Fontes, Nisa Ghonem (virtual), Trish Morokoff, Eileen Orabone, Jen Riley, Martha Elena Rojas, Jacqui Springer

Absent: Jacquie Britto, Corey Fernandez, Brian Heikes, Holly Nichols, Mary Stanley, Annemarie Vaccaro

I. **Check in and Opening Activity**

Mary Grace started the retreat with some opening activities, then there was a brief check in and updates. Mary Grace reviewed the upcoming important dates for the Campus Climate Survey with the review of the draft report being done in mid-August, the conference call meeting with the President, Mary Grace, Jen and the consultants in early September about high-level findings and then the presentation of the report in October and the forums in November.

II. **Year in Review**

The meeting continued with the discussion of the draft report and recommendations from the UDC to President Parlange. There was discussion about what we want the main talking points to be to the President. The discussion started with the subcommittee on Graduate Student Diversity about how our graduate population in the last year were seeking information about services and resources that are available to them. There are more resources becoming available to graduate students, and we need to find a way to better help them navigate the university campus resources.

There was also discussion about some of the short-term and long-term wins and the progress we have made on things over the past year. Some of the long-term wins are the campus climate survey, the subcommittee work that was done, and the consistency of the UDC meetings, but there is still much to be done. There were some short-term wins in some places, such as Arts & Sciences because of the work of the UDC. An example was given by Jen about how A&S changed their hiring practices in being able to hire four faculty members, each with their own level of diversity. She also expressed how amazed she was at the work being done with DE&I in departments and by individual faculty members. Another short-term win is the four assistant dean searches that will be happening.

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There was some discussion on some of the challenges at the University and how it could be added to the report to the President. Mary Grace said that she would put in a context piece, some of the challenges and interventions, either that have been done or could be done, and some of the causes and concerns that the UDC and others have identified, such as personnel management.

Logistics and Planning for Action Planning Fora

Planning for the November forums for the campus climate survey was discussed. It was decided that Eileen will send a Google form to all members of the UDC to ask about being a facilitator, co-facilitator, and note taker. Other information on the form will be their 90-minute availability, whether they would like in-person or Zoom and their availability for dates between November 1-20. It was also suggested that we need to think about having some of the forums on different campuses and maybe some might need to be outside of working hours.

Planning for 2021-2022

Mary Grace indicated that we have three vacant slots on the University Diversity Council that need to be filled. They are the Student Senate representative, the At-large student representative and the classified staff representative. Mary Grace will contact the appropriate people to get representatives.

There was discussion about who we would like to have come and give presentations to the UDC for this academic year. Suggestions were the President, interim Provost, Vice President for Student Affairs, Human Resources, Affirmative Action, Institutional Research and the Budget office. Invites will be sent to these individuals.

There was discussion about how to plan for the meeting with President Parlange. The Council said they would like to hear what the President's goal is. They also indicated that they need to have tangible goals, so that we should ensure the new administration has a good understanding of what the priorities should be. Mary Grace suggested that the committee give her 3-4 points that they would like her to prepare the President on.

Action Items:

Send updated version of draft report and include context, priority list, challenges, interventions

HR & Budget are top issues

Send availability, in person or Zoom preference and availability of dates.

Send draft agenda of meeting with President Parlange

Jen and Maling will provide update on COD Retreat

2-3 action items that will come out of the Action planning meetings

Educating our peers on identifying pressing issues that inform social justice.