

**Committee for Diversity and Equity (D&E)**  
**Minutes of Meeting**  
**October 20, 2015**

Pursuant to call, the Committee for Diversity and Equity met at 12:00 pm on October 20, 2015 in Room 362 of the Kolligian Library, Chair Tanya Golash-Boza presiding.

I. Chair's Report

Chair Golash-Boza updated committee members on the following:

--October 8 PROC meeting

- PROC discussed the reviews that are closed as well as forthcoming.
- The program review guidelines and charge are being revised and Chair Golash-Boza stated that her main function as D&E's representative on PROC is to strongly encourage that the revised policies include considerations of diversity and equity. For example, the upcoming review of Anthropology will address such issues.

--October 12 Division Council meeting

- Faculty salary increase allocation. Both D&E and FWF were asked by the Senate Chair to take the lead on providing recommendations on the allocation of the 1.5% component of the faculty salary increase. Both committees submitted memos prior to the Division Council meeting. However, due to the lack of clarity about the pool of money under consideration, Division Council tabled the discussion for a later email discussion. Ultimately, the Senate Chair elected to forward both committee memos as well as a general response from Division Council to the Administration.
- Endowed chairs. Prior to the Division Council meeting, D&E submitted to the Senate Chair and VPF its recommendations and concerns about the lack of diversity in UCM's endowed chairs. As a result of the discussion at Division Council, D&E revised its memo to recommend that a certain number of endowed chairs remain vacant to allow deans the discretion to use them for recruitment purposes. As of today, no response from the Senate Chair was received.

--October 15 UCAAD meeting

- UCAAD members discussed the salary equity study, particularly, concern over the way the study was designed and the measures employed in the study. UCAAD was tasked with recommending ways to improve the design of the study.
- Statements of Principles Against Tolerance. This policy, drafted by the Regents, is currently under revision. Two items are creating controversy: 1) micro aggressions and racial discrimination incidences at UC campuses recently and 2) criticisms of Israel and accusations of anti-Semitism. The Regents have empaneled a committee (that includes systemwide Senate Chair Dan Hare) to address these issues. Chair Golash-Boza anticipates that it may be awhile before campus D&E committees will be provided anything on which to opine but she will continue to monitor any developments from UCAAD.
- Revised Presidential Policy on Sexual Violence and Sexual Harassment. All Senate committees were invited to opine and D&E submitted a memo endorsing the proposed revisions. These proposed revisions were also sent to other campus constituents for review. Chair Golash-Boza announced that she has contacted Kari Mansager, UCM's Director for Campus Advocacy, Resources, and Education (CARE) to get further information on issues such as mandatory reporters. Director of Campus Climate Acker mentioned that she is currently serving on the Presidential Policy systemwide task force.
- Faculty equity advisors. Some campuses are trying to establish this role.

## II. Consent Calendar

**ACTION:** The September 21 meeting minutes were approved as presented.

## III. Consultation with Director of Campus Climate

Director Acker shared that she began serving in her new role on August 1, 2015 (she was the former Campus Ombuds). In this position, she addresses diversity and inclusion such as the accountability and visibility of campus demographics and statistics. She also pays close attention to campus

infrastructure and items such as the Campus Climate Survey and subsequent focus groups reports. Other reports that Director Acker reviews are from the faculty LGBT focus group and the subcommittees on the Chancellor's Advisory Committee on the Status of Women. In addition, she assists in finding funding and resources for these groups and other groups that are dedicated to staff engagement. Lastly, her role includes conflict management; unlike in her previous position as Ombuds, she can now be more active in this area. While she still does not have formal authority to enforce policies or take action on formal complaints, she can still ensure that issues are directed to the proper authorities. She is the primary contact person for campus climate issues for faculty, staff, and students. Director Acker is also currently chairing the search committees for the new Campus Ombuds and the new Director of Compliance/Title IX Officer.

Director Acker announced that the campus diversity statement is being revised in response to Senate committee comments from the last academic year.

VPF Camfield pointed out that in the revised Presidential Policy on Sexual Violence and Harassment, faculty are mandated reporters for undergraduate students but not graduate students. There was also discussion about "preponderance of evidence" and "clear and convincing evidence". Lastly, an issue was raised about the Title IX officer and the VPF having different roles, and the importance of ensuring that a complaint has undergone all appropriate levels of review before it is escalated to P&T.

#### IV. Draft Guidelines on Contributions to Diversity

In its first meeting, D&E agreed that one of its goals for the academic year was to recommend a campus requirement for all faculty candidates to submit a statement of contributions to diversity as part of their applications (currently, this requirement varies by school). VPF Camfield announced prior to this meeting that all three school deans have agreed to implement this requirement.

The next step is to develop guidelines to aid faculty applicants in the drafting of their contribution to diversity statements. APO Advance Coordinator Kahil Morales drafted guidelines for D&E input that are based on UCSD's policies. Chair Golash-Boza suggested that the guidelines should include UCM demographics and specifically ask faculty candidates how they would contribute to the university's mission and culture.

**ACTION:** D&E committee members to review the draft guidelines and provide recommendations to the VPF.

V. Faculty Equity Advisors

Another academic year goal for the D&E committee is to recommend the appointing of faculty equity advisors in each school to advise faculty search committees on procedures concerning diversity in the hiring pool.

It was mentioned that UC Davis conducts seminars for faculty members on becoming more effective equity advisors and it was suggested that UCM ask whether our faculty members can attend these seminars.

Committee members raised issues such as workload burden and the possibility of compensating faculty equity advisors. The VPF pointed out that Advance Coordinator Morales could accompany faculty equity advisors to their meetings with search committees and provide guidance on the legal aspects of the hiring, thereby relieving some of the workload from the equity advisors. The possibility of compensation will be addressed at a later time, after potential faculty equity advisors are identified and have agreed to serve.

**ACTION:** D&E committee members will try to identify two full (or advanced associate) professors in their respective schools who would be willing to serve as faculty equity advisors. Once committed, these faculty members would be asked to undergo a training such as the one offered by UC Davis.

There being no further business, the meeting adjourned at 1:15 pm.

Attest: Tanya Golash-Boza, Chair

Minutes prepared by: Simrin Takhar, Senate Analyst