

**COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION
MERCED DIVISION OF THE ACADEMIC SENATE
ANNUAL REPORT 2025-2026**

In AY 2025-2026, EDI held a total of 9 regular meetings, 1 special meeting, and conducted some business via email with respect to its duties as outlined in UC Merced's [Senate Bylaw II.III.7](#).

EDI took action on the following items:

- In AY 24-25, a consultant carried out the Academic Senate Anti-Racism External Reviewer Assessment through various interviews, focus groups, surveys, and workshops with Senate faculty and staff. The external review concluded in August 2025 and the consultant presented their executive summary to EDI members on October 29, 2025. On May 13, 2026, EDI transmitted a joint memo with the Committee on Faculty Welfare (CFW) to the Senate Chair endorsing the consultant's report and providing actionable recommendations based on the report's findings.
- On August 12, 2025, EDI transmitted revised Guidelines for DEI Statements in Academic Personnel Cases to Divisional Council. Divisional Council reviewed the guidelines at its September 10, 2025, meeting and requested additional revisions, after which CAP also provided further suggested edits. EDI reviewed the revisions at its October 8, 2025 meeting and responded to CAP on October 24, 2025. CAP subsequently endorsed the revised guidelines on November 7, 2025 with no further comments. EDI endorsed the final guidelines at its November 11, 2025 meeting and transmitted them to Divisional Council.
- On November 26, 2025, EDI provided feedback on CAP's proposed Achievement Relative to Opportunity (ARO) guidelines.
- On April 21, 2026, EDI transmitted a memo to the Senate Chair and UGC Chair concerning the GE Survey on Language Other Than English and Spark Requirements.
- On May 14, 2026, EDI transmitted a memo to the Senate Chair regarding the President's Postdoctoral Fellowship Program (PPFP).
- On May 14, 2026, EDI transmitted a memo to the Senate Chair regarding Digital Accessibility compliance.

Senate Award for Contributions in Diversity, Equity and Inclusion

The EDI awards subcommittee reviewed the nominations for the annual Senate Award for Contributions to Diversity, Equity and Inclusion and selected a recipient to receive the award.

Review Items

EDI reviewed and offered comments on the following systemwide review items:

- Revised APM 015, 016 and Interim Systemwide Guidelines for Faculty Discipline (9/22)
- Academic Senate Task Force on UC Adaptation to Disruptions Report (9/24)
- Systemwide Senate Bylaw 140 - Affirmative Action, Diversity, and Equity (10/20)
- APM 036, General University Policy Regarding Academic Appointees/Employment (11/3)
- Presidential Policy IMT-1300: Information Technology Accessibility (11/3/)
- Presidential Policy on Responding to Allegations of Research Misconduct (UC Research Misconduct Policy) (11/6)
- Presidential Policy on Education Loan Practices (11/24)
- Draft Report of the UC Tribal Lands Workgroup (4/10)
- Presidential Policy Applying to Campus Activities, Organizations and Students (PACAOS) 100.0

- and PACAOS-Appendix H (4/17)
- Systemwide Policies Applying to the University of California Police Department (UCPD) (6/5)

EDI reviewed and offered comments on the following campus wide review items:

- PROC's Proposal for the Periodic Review of Administrative Functions (11/17)
- Proposed Revisions to MAPP 016 (Discipline), 2012 (Recruitment), and 6001 (Endowed Chairs & Scholarships) (1/13)
- UC Merced Interim Policy on Responding to Allegations of Research Misconduct (2/2)
- UC Merced revised Policy on Philanthropic and Honorific Naming of UC Merced Properties, Academic and Non-academic Programs, and Facilities (2/2)
- Generative AI Educational Policy (5/22)

Consultation

EDI consulted with the following campus constituents:

- AVPAP Anna Song
- VPAP Tom Hansford
- VCSAE Tonantzin Oseguera
- VC/CDO Delia Saenz
- UCM Black Alliance Chair Charah Coleman

Respectfully submitted,

EDI Members:

Sean Malloy, Chair, School of Social Sciences, Humanities and Arts, UCODE representative, PROC representative

Marcus Lee, Vice Chair, School of Engineering, UCMBA representative

Adeyemi Adebisi, School of Natural Sciences, Campus Climate of Respect Task Force representative

Estee Beck, School of Social Sciences, Humanities and Arts, CCCAE representative

Nancy Burke, School of Social Sciences, Humanities and Arts

Ex officio, non-voting members:

Anna Song, Associate Vice Provost for Academic Personnel

Delia Saenz, Vice Chancellor & Chief Diversity Officer

Staff:

Fatima Paul, Executive Director

Petra Martins, Senate Analyst