COMMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)
Minutes
Wednesday, September 14, 2022
1:30-3:00pm

I. **Welcome and Introductions**
Members introduced themselves online, via Box, prior to today's meeting.

II. **Chair's Report – Carrie Menke**
Chair Menke shared a PowerPoint presentation that provided an overview of EDI's work and priorities.

Chair Menke reported that EDI will reach out to various affinity groups to ensure EDI has its finger on the pulse for EDI issues across campus, e.g. faculty tenure.

A. Fall Meetings
Most members prefer meetings in person. The meeting location will be communicated to members via outlook calendar.

B. Updates from the Divisional Council Meeting (September 6, 2022)
EVC/Provost Camfield informed DivCo members that Vice Chancellor & Chief Operating Officer of Physical Operations, Planning & Development Dan Okoli is interested in conducting Charrettes (working sessions with stakeholders) with campus constituents to hold focused discussions about how the physical space of the campus can meet their needs. These Charrettes will help inform the campus about which buildings will be built next. The charrettes will be held in late October and will be broken into one and one-and-a-half hour blocks. Faculty members will be invited to attend. Chair Menke noted that this event might be of interest to EDI members as accessibility to some buildings is not optimal. Chair Menke would like to make sure that the accessibility issue is brought to the Charrettes.

C. Debrief from Shared Governance Retreat (August 21-22, 2022)
Administrative leads reported their priorities to the Senate.
It was noted that the Senate staff was not in attendance. The Senate Director could not attend as she was attending a retreat at UCOP.

D. EDI/Black Alliance Representative: Whitney Pirtle
Member Pirtle will serve as EDI liaison and will report to EDI on behalf of the Black Alliance.

E. EDI Representation on Campus and Systemwide Committees
  i. [University Committee on Affirmative Action, Diversity and Equity](#) (UCAADE)
  Chair Menke will serve as the Merced Representative AY 22-23 and will report to EDI as relevant.
  ii. [Periodic Review Oversight Committee](#) (PROC)
  Vice-Chair Medellin-Azuara is the PROC representative. He reported that at the 9/13 PROC meeting, there were some concerns that the external review teams did not include faculty members of color. It was also noted that the process for conducting external reviews needs to be improved and be more inclusive. Typically, during program reviews, three of four faculty members within a department undergoing review would provide a list of candidates to serve on

the review team. Considerations should be given to more inclusion in the future when suggesting candidates for review teams.

The issue is not limited to having faculty members of color on the review team. If there is an external review, someone on the external review committee should be a trustworthy, open and receptive person if there are any kinds of climate issues within a given program. Ideally, this should become a standard for all reviews.

CDO Saenz reported that it is essential to have an element of competence in the area of Equity, Justice and Inclusive Excellence on any review panel. Not every person of color really captures that competence and not every person who is white doesn't have that level of competence in that arena. We need to be thoughtful about what the review team should look like. We should not dismiss a person simply because they don't "look the right way" or "do not belong to the right category". Including people who understand and have done research in the area of climate should be the goal. She cautioned EDI about being involved in identity politics and not focusing on people – regardless of the diversity factor - who are bold, competent and can identify gaps and areas in need of improvement.

Vice-Chair reported that CDO's points are excellent and noted that they were presented as a counter-argument at PROC. One consideration would be to add some language in the policy and be intentional about the composition of the review team. Some people belong to diverse backgrounds but have no idea what EDI entails. The question is how do we asses that. Departments are asked to identify external reviewers. How do we verify that they have expertise in the arena of EJIE?

Action: This discussion will continue at the next meeting

III.   **Consent Calendar**
A. Today's agenda
B. Conflict of Interest Policy

The consent calendar was approved as presented. It was noted that mechanisms to enforce COIs are not clear and should be considered.

IV.   **Updates on the Anti-Racism Work Group (ARWG)– Chair Menke**
ARWG was established in 2020 and the goal is for EDI to absorb the work of the ARWG
The ARWG was tasked with oversight of:
   ▪ Faculty mini-grants
   ▪ Senate self-assessment
In Spring 2021, Senate committees reviewed and proposed revisions to their respective Bylaws. The purpose of the exercise was to achieve clear and inclusive language in all Bylaws, Regulations, Policies and Procedures promulgated by the Senate, so that we can truly offer a welcoming, inclusive environment for all scholars.

EDI Chair Menke summarized that the Chancellor previously allocated $100,000 to the Senate to combat anti-black racism. $50,000 was allocated to a mini grants program and $50,000 was allocated for the hiring of an external consultant to help the Senate conduct self-assessments. Per her presentation to the committee in spring 2022, the chairs of CAP, CAPRA, and CoC will be asked to conduct self-studies. At the September 6 DivCo meeting, members were surprised when they heard her report. It was noted that DivCo was apprised of this activity last AY.

Self-assessment
- External consultant: Jobi Martinez
- DivCo, CoC, CAP, CAPRA

Mini-grants
- Two calls for proposals were sent out
- There are three mini grant proposals that need to be reviewed by EDI
- A rubric will guide the review

Chair Menke met with CAPRA Chair Mitchell and CAP Chair O'Day and plans to meet with CoC Chair Martin Hagger.

The Chair, or the designees of the committees, would serve as lead in providing context and facilitating interviews and focus groups. This exercise will include the Senate staff.

Action: Members will be invited to review the proposals for mini-grants via email.

V. **Consultation with VC/CDO Saenz**
VC/CDO Delia Saenz reported that she arrived at UCM on March 15, 2022 and noted that the Office of EDI transitioned to a full division effective July 1, 2022.

The Office has received an infusion of funding from the Chancellor. Under her leadership, she would like to bring and emphasize the lens of equity on campus. She would like everyone's ideas, concerns, and identification of issues to be brought to her attention. So far, the ideas that she has brought to the leadership have been well received. There was a Cabinet Retreat before the Governance Retreat. She identified 20 issues on campus where equity was not applied. She shared 6 of those issues with Cabinet and the Chancellor. CDO Saenz would like to be an agent of change and be collaborative, especially with EDI. She assured EDI that they can rely on her to be a conduit to Cabinet.

Members shared the following preliminary questions/comments for consideration at a future consultation with CDO Saenz:

- What is the status of hiring for the Pride Center Director?
- How does the Social Justice Office fit into the Office of Diversity and Inclusion?
- The campus talks about EDI but there are no tangible actions. Every NSF proposal has to include a broader impact statement. Why doesn't this apply to the campus?
- EDI writes very important memos to the administrative leadership but those memos are often not addressed.
- Processes are not well-defined.
- Administrative priorities are missing and/or too broad (e.g. enrollment)

Action: CDO Saenz will share the list of 20 issues she previously identified. EDI will review the list to see where their efforts can be applied.

Action: At the next meeting, CDO Saenz will share what recommendations she has for EDI to effectively communicate with the administration.

VI. **Consultation with Interim AVPF Anna Song**
Interim AVPF Song reported that her appointment as interim AVPF is a 50% appointment. She cares deeply about EDI issues but other than CDO Saenz, there is not much support for EDI initiatives. She is

trying to get her footing on where she could be most effective. In order to be effective, the campus needs to have policies/procedures in place and processes need to be codified. This would promote transparency and provide a strong footing for EDI matters. The policies/procedures can be amended when needed. She sees herself as a Senate partner and her role on EDI is to listen. She is happy to be a voice and will be readily available to champion EDI issues.

For example, when one thinks about data for scholarship, potential for misconduct and how this is adjudicated; the procedures are not clear. This is relevant to EDI because it is known that women and people of color generally have less power on campus.

A question was raised about conflict resolution and the flowchart that the previous AVPF was working on.

Senate Director shared the June 3, 2022 senate memo to the EVC/P during the meeting via zoom chat.

Interim AVPF Song would like to consult with the Senate to discuss a potential Data Conflict Board to adjudicate some of the issues. In general, the hope is to solve the issues informally. She is consulting with VPDGE Hratchian and will consult with various campus constituents. The view is that some of the issues can be resolved at the department or dean levels before they reach APO.

A member noted that one of the challenges when dealing with personnel issues is the lack of clear lines of communications (e.g. across graduate groups, departments, some students). When lines of communication are not clear and/or not followed, some groups could be placed in difficult positions.

AVPF Song reported that many of the issues are confidential so it is important to note that some of the issues may or may not have findings. If there are findings, it is important to make sure issues do not repeat again.

Members noted that it might be useful to discuss the following topics during the next consultation with AVPF Song: Promotion, tenure, accelerations (when they happen, when they don't. Availability of data so EDI can identify trends.)

AVPF Song noted that there are faculty who take on additional work, hoping to resolve graduate students' issues informally, which was referenced as "invisible service". Some groups of students feel marginalized and faculty address some of these issues. A system that would help the campus track how many faculty step in to help students would be useful. This would ensure that faculty can be rewarded for that invisible service, without breaking confidentiality.

VII.   Conducting Committee Business – Chair Menke
The following materials were shared with members prior to today's meeting.
A. Fall Meeting Schedule, EDI Membership, and EDI Bylaws are available here.
B. EDI's Box site
C. Committees' Annual Reports
D. Committee Confidentiality
E. Guide to Committee Membership & the Practice of Executive Session
F. Consultation Guide (also refer to the 2010 memo from Academic Council to President Yudof)
G. Senate Digest (distributed to DivCo and School Executive Committees every Friday)
H. Review Items
I. UCM Bylaws and Regulations
J. Systemwide Bylaws and Regulations

K. [Systemwide Meetings Calendar](#)
L. Distribution of Work

Conducting committee work:
- Box note will be used to add agenda items and other items that may be of interest to members.
- Box site (action items) will be updated regularly by Fatima.
- Members are welcome to share comments about the Chair's philosophy.
  > A member noted that they very much appreciate the Chair's philosophy but would prefer more in-person interaction.
  > It was agreed that the next meeting will be held in person but will conclude at 2:55pm to enable members to leave the EDI meeting and be on time if heading to another meeting.
- Chair encouraged members to share recommendations on how EDI conducts its work.

VIII.   Discussion: EDI Priorities AY 22-23 – Chair Menke and All

- Develop robust communication and coordination between EDI committee and various campus stakeholders: Schools Executive committees and Associate Deans, CDO/Office of EDI, Office of Social Justice Initiatives and Identity Programs, representatives for Unit-18 lecturers, Office of the Vice Provost for the Faculty, Faculty and Staff of Color, Black Alliance, etc.

- Absorb and oversee the continuing work from the anti-racism working group by awarding mini-grants and coordinating with the consultant and DivCo for the Senate anti-racism self-assessment.

- Review current trends on recruitment, retention, tenure & promotion for underrepresented faculty, including requested vs. awarded accelerations.

- Proactively work to further equity, diversity, inclusivity, and social justice at the campus and systemwide levels.

Due to time constraints, this item could not be discussed and will be revisited.

IX.   Systemwide Review Item – Chair Menke
A. [Presidential Policy on Abusive Conduct](#)
The proposed policy is responsive to a request from the Regents and the Academic Senate for a systemwide policy that addresses the University's responsibilities and procedures related to abusive conduct. Background is provided in Vice Provost Carlson's memo dated May 3, 2022.

This proposed policy was reviewed the Academic Senate last year. All Divisions' comments are available here: https://senate.universityofcalifornia.edu/_files/reports/rh-sc-abusive-conduct-bullying-policy.pdf (UCM's January 14, 2022 comments can be found on pages 30-42. **EDI's memo is on page 33**).

The proposed policy includes the following key provisions:

- The proposed policy affirms the University of California's commitment to promoting and maintaining a healthy working and learning environment in which each individual is treated with respect.
- The "Frequently Asked Questions" section of the proposed policy contains examples of what falls under the definition of abusive conduct and conduct that does not generally constitute abusive conduct.

- The proposed policy prohibits retaliation against any person who, in good faith, reports abusive conduct, assists someone with a report of abusive conduct, or participates in an investigation or other process under the policy.
- The proposed policy addresses free speech and academic freedom. The proposed policy is intended to protect members of the University community from abusive conduct, not to regulate protected speech. The proposed policy recognizes that freedom of speech and academic freedom are essential to the mission of the University. However, freedom of speech and academic freedom are not limitless and do not protect speech or expressive conduct that violates University policies when interpreted in light of free speech or academic freedom, or that violates federal law or state law.
- The proposed policy outlines the consequences of noncompliance, which include remediation, educational efforts, and/or employment consequences including informal counseling, adverse performance evaluations, corrective action/discipline, and termination.

Action: Assign a lead EDI reviewer. Lead reviewer's comments will be circulated via email. EDI's comments are due to the Senate Chair by Friday, September 30.

Action: If an EDI member is willing to lead this review, they should let the Chair know with a cc to Fatima.