

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Minutes of Meeting****Wednesday, April 25, 2018**

The Committee for Diversity and Equity met at 2:30 P.M. in Room 397 of the Kolligian Library, Chair Wei-Chun Chin presiding.

Present: Wei-Chun Chin, Clarissa Nobile, Nigel Hatton, ex-officio member Gregg Camfield. Guests include Jenna Allen, Cinnamon Danube, Jonathan Grady, and De Acker.

I. GUEST: Jenna Allen, *Director of Institutional Research*

Upon examining the D&E [draft Diversity Plan for Periodic Program Review](#), members discussed the fields of data D&E would like to collect from programs when examining diversity. Members agreed that the student data, such as race, gender, socioeconomic status, first language, etc. are all well represented. However, one member noted that it may be helpful to provide programs with the secured student LGBTQ+ data and gender expression information. Members are aware that this information is sensitive and should be linked as an identifier.

In addition to discussing potential data fields, members also discussed the organization of diversity information for easy access and aggregate data (i.e. small cell sizes). D&E feels that academic programs should have the discretion to use the student data as they see fit when preparing their self-study. One member noted that it would be extremely helpful for programs to be able to identify students who may have a US citizenship but, instead, identify as an individual from another country / region without the roll up into one category.

Members also discussed faculty, and potentially staff, data for program reviews. There is currently no staff data.

II. GUESTS: Jonathan Grady, *Associate Vice Chancellor of Student Affairs & De Acker, Director of Campus Climate*

Members discussed the upcoming business for the Advisory Council on Campus Climate, Culture and Inclusion (CCCI). D&E will aim to provide the name of a new CCCI representative for AY 18-19 by the end of summer 2018.

The AVC and Director also solicited input from D&E members for the new Chief Diversity Officer (CDO) position description. Although relevant information can be sourced from other UC campuses, the goal is to tailor this position to UCM recognizing our own challenges, structure, and overall needs. Members discussed the general functions of a CDO, level of authority this position should carry, whether a faculty appointment should be required or preferred, educational / professional experience, which campus groups or initiatives should role up under this position, etc. The search committee will consist of a chair, student representatives (undergraduate and graduate), Senate and non-Senate faculty members, and staff members.

ACTION: 1) D&E will provide a representative to CCCI by August 14, 2018. 2) Members will send individual recommendations to the CDO search group email by mid-May.

III. Chair's Report

Chair Chin reported on the April 19, 2018 University Committee on Affirmative Action, Diversity, and Equity meeting (UCAADE) at which there were continued conversations about the systemwide faculty salary increase; gender identity and sexual orientation questions in the UCPath system; and diversity / retention / hiring process in the UC system. Members agreed that it may be helpful for the AY 18-19 D&E members to draft guidelines to aid in faculty retention.

The Chair also reported on the April 24, 2018 Divisional Council meeting in which members discussed the *Proposal for Academic Reorganization* feedback which, in turn, will be provided to the Academic Reorganization Working Group (ARWG).

IV. [Revised Diversity Plan for Periodic Program Review](#)

Members discussed the revised Diversity Plan for Periodic Program Review in following with [PROC's suggested revisions](#). D&E members agreed that programs should be *required* to develop a plan for diversity as a mandatory part of periodic program review, and that it should be a part of the Template for Self-Study.

Members unanimously approve 1) the revised diversity plan, and 2) requesting the diversity plan be made a required part of the periodic program review.

ACTION: D&E will ask UGC and GC to consider making the proposed diversity plan a required part of periodic program review, and that it be a made a part of the Template for Self-Study.

V. Volunteer Request: [Committee Representative to PROC for AY 2018-20](#)

Members discussed the Committee on Committee's request for D&E to identify a member to serve as the committee's liaison to PROC for a two-year term starting in fall 2018. The committee agrees that it would be best to consult with the incoming D&E members in case there are any questions or volunteers.

ACTION: D&E will request an extension from COC so the D&E Chair may have time to consult with incoming members after the appointment letters for the AY 18-19 members have been distributed.

VI. Consultation with VPF Camfield

The VPF discussed the following:

- Racial Implications of California's Proposed Online University – Article: [Does Online Reinforce the Color Line](#). The VPF informed members that this is a study about online education and exaggerating differential accomplishments for underrepresented minority students.
- [Senate Faculty Survey Responses](#). The VPF informed members that Director Acker submitted a request to IRDS to put the results in a form that is more easily understood and provides a comparison to last study. The VPF raised the concern that many faculty did not understand that Family Leave was available for other reasons than child bearing. The VPF's office is in the process of revising its material so faculty have a clearer understanding of when Family Leave can be utilized.
- Provost Peterson's Diversity Hiring Plan is moving forward. The plan makes a concerted effort to diversify the faculty in STEM fields.
- The Faculty Equity Advisor background materials includes LGBTQ+ and gender expression information but the concern is that it's difficult to use in hiring because UCM does not have the relevant data. There is a push to get the self-identification fields in the UC Recruit system.

VII. Consent Calendar

The agenda of the April 25, 2018 D&E committee meeting was unanimously approved as presented.

VIII. Other Business

- One member expressed interest in drafting a letter of support on behalf of D&E to the administration expressing the importance of the recently de-funded Common Read Program on campus. This program funded literature that addressed diversity and D&E feels that it is a program that benefits the student body and should be reinstated / funded.