

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**AGENDA****Monday, October 19, 2020****9:30-11:00am****Zoom Meeting:** <https://ucmerced.zoom.us/j/2092009728>**Materials Available on Box:**<https://ucmerced.box.com/s/57vb795a206mse6di8gf8hpvrnx9z9n2>**I. Chair's Updates – Chair Sandoval-Hernandez – 10 min (9:30-9:40)**A. [September 25](#) and [October 9](#) Divisional Council Meetings**II. Vice Chair's Updates—Vice Chair Medellin-Azuara – 30 min (9:40-10:10)**A. DivCo Workgroup on Equity, Diversity and Inclusion (the DivCo-approved Action Plan is [here](#))

B. Inclusion of UCMBA and/or SFCA in Senate anti-racism initiatives-with Dr. Maria Martin (UCMBA)

III. [UCAADE](#) Update—Member Carrie Menke – 5 min (10:10-10:15)**IV. PROC Update—Member Sean Malloy – 5 min (10:15-10:20)****V. Consent Calendar – 5 min (10:20-10:25)**

A. Approval of today's agenda

B. Approval of the 9/14/20 Meeting [Minutes](#)**VI. D&E Representation on UCM Committees – 5 min (10:25-10:30)**

A. DivCo Workgroup on Campus Climate and Culture

B. Chancellor's Advisory Council on Campus Climate, Culture, and Inclusion (may not be required)

Action Requested: Identify D&E member(s) to serve.**VII. D&E Priorities for AY 20-21 – 5 min (10:30-10:35)**

D&E's Chairs from AY 19-20 and 20-21 have identified the following priorities for the committee during AY 20-21. Members provided comments by email, which resulted in the following ranked list.

- A. Addressing issues of campus climate for People of Color (especially Black/Indigenous People of Color) that continue to be highlighted in campus climate surveys. In coordination with the CDO's office, provide direction and input, highlighting a range of solutions supported by research, including of UCM's own faculty.
- B. Contribute to restructuring of campus EDI activities (i.e. organization structure, priorities, etc. for CDO and especially ensure that attention is paid to faculty and graduate student concerns).
- C. Development of a process of including FEAs in issues of promotions (taking into account the newly instituted hiring process, wherein diversity and research statements are evaluated as the first step).
- D. Development of an agreed upon accountability mechanism for ensuring that EDI best practices are followed during searches.(Partially addressed by the creation of AEAs and the planned manual for equity advisors)

Action Requested: Review the priorities and identify possible guests.**VIII. Systemwide Review: Proposed Curtailment Program – 15 min (10:35-10:50)**

UC President Drake has proposed an expanded curtailment program during winter break. Comments are due to DivCo on October 21 at noon, to meet the systemwide Senate deadline of October 26 following DivCo discussion on October 23. The letter from the President and the program descriptions are available [here](#).

IX. Administrative Equity Advisor (AEA) – 10 min (10:50-11:00)

The VPAP (formerly VPF) office requested D&E to comment on the inaugural appointment (justifications for the appointment is [here](#), top of page 2), the role/duties of the AEA position described in the [memo](#), and the appointment mechanism. D&E sent a memo endorsing the initial appointment and offering comments on the role and appointment process of AEAs to DivCo for its review. Chair Sandoval-Hernandez updates members on DivCo's review today.

Action Requested: Determine next steps.

X. New Items?

The inclusion of Teaching Professors in CAP

XI. Informational Items