

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Meeting Minutes****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>

The D&E regular meeting was convened at 9:32AM, with Chair Sandoval-Hernandez presiding. All members, and Senate Executive Director Fatima Paul, were present. Dr. Maria Martin (UCMBA) attended as a guest.

I. Chair's Updates – Chair Sandoval-Hernandez**A. [September 25](#) and [October 9](#) Divisional Council Meetings**

DivCo heard a report on GE by Valerie Leppert, as an ongoing process of revising the program; Senate Chair's report on meeting with Chancellor on covid measures, where she expressed concern about his appreciation of shared governance; FWA's report on ECEC, and the lack of consultation with Senate and other stakeholders. DivCo sent a strong letter to the Chancellor and EVC/Provost about the proposed privatization of ECEC, pointing out the importance of quality daycare in recruiting high quality faculty and the need for Senate and stakeholder consultation. Also Chair presented D&E's comments on AEAs. Due to time constraints, there was not sufficient in-depth discussion. AVPF Valdez suggested that, if D&E plans to discuss UCAADE recommendations, also discuss AEA, to keep it in the dialogue. Chair would like D&E to discuss the systemwide implementation of exception to APM 710 for its potential inequity problem, as some department chairs may be more likely than others to grant the exception. Another topic at DivCo that D&E may consider is the proposal to have teaching professor in CAP.

II. Vice Chair's Updates—Vice Chair Medellin-Azuara**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)**

Dr. Martin joined the meeting for both discussions A and B. In response to the murders of Black people across the nation this summer, UCM students, staff, and faculty came together with the Black people of Merced to have a conversation on how the campus could engage with the Black community in Merced. UCMBA was organized because there was no campus organization for Black faculty or staff. UCMBA has met with the Chancellor and the Provost and articulated the Black campus community's needs and concerns. For the campus to sincerely address the issues of inequity and anti-Black racism, it needs to engage UCMBA and Staff and Faculty of Color Association (SFCA) in its various diversity initiatives involving Valuing Black Lives Task Force as well as D&E.

D&E Chair asked how UCMBA collaborates with SFCA. Dr. Martin responded that she was consulting SFCA about institutionalizing UCMBA, and will be meeting with SFCA Co-Chair Yesenia Curiel after the D&E meeting. Chair asked what kind of tangible collaboration Dr. Martin was seeking with D&E, as past conversations have not led to concrete initiatives yet. Dr. Martin is starting with conversations, with the ultimate goal of people of color having oversight on campus initiatives and agendas supported by the Chancellor's and the University's resources. Conversations allow for collaboration at the beginning so that there is no lack of perspective from Black people. UCMBA is preparing its own agenda and initiatives to implement next Semester.

D&E members commented on the historical lack of representation of people of color, especially black faculty, in Senate committees (attributed to the concerns about overburdening), the fact that SFCA and UCMBA members have self-selected to volunteer to be involved, and D&E's suggestion to DivCo's anti-racism workgroup that it consult with SFCA and UCMBA as the umbrella organization, taking the potential pressure off of individual faculty members, and making it harder for detractors to discredit their voices. AVPF Valdez added that streamlining communications on diversity efforts was one of the topics discussed at the time of the CDO's hire.

Vice Chair introduced the Action Plan, and suggested that UCMBA be involved in some of the items in the Action

Plan, especially item III. Dr. Martin will share the Plan with UCMBA, to discuss and look for ways to collaborate. Dr. Martin emphasized that building UCMBA was not about forcing people to work on certain issues, but about not having a collective voice before, and now putting something together so they could have presence. There are 48 members now, who are concerned about issues of policing, equity, and inclusion, and are constructing a standard way to operate and address these issues. Dr. Martin is also a representative for UC-wide black affinity group that is forming, aiming to meet with the UC president. Chair closed by saying he looked forward to further collaboration.

III. [UCAADE](#) Update—Member Carrie Menke

Budget is of particular concern. The Vice President for Graduate and Undergraduate Affairs and Equity reported to UCAADE that the UC President pointed out to the Regents that D&E is often the first to be cut, and encouraged the Regents to consider the equity perspective in making budget decisions. The Presidential Postdoctoral Fellowship Program is still well funded—42 fellows can be funded by cost-sharing with other fellowships (as opposed to the planned 25). Other topics discussed included police reform, academic integrity, projected enrollments (Latinos are the largest student body and will be almost 50% of student body by 2060), and resistance to the use of DEI statements (a survey revealed that some faculty members of color are against the use). Members commented on lack of DEI statements in their department's cases, the push back at the systemwide academic council last year (on grounds of APM), and the need to educate the campus on how DEI statements relate to the search process, as opposed to the appointment process.

IV. PROC Update—Member Sean Malloy reported that PROC adjusted the review timeline (due to requests for extension/postponement). It will only require a simple memo to request the postponement.

V. Consent Calendar

- A. Approval of today's agenda
- B. Approval of the 9/14/20 Meeting [Minutes](#)

The consent calendar was approved as presented.

VI. D&E Representation on UCM Committees – 5 min (10:25-10:30)

- A. DivCo Workgroup on Campus Climate and Culture---Chair Sandoval-Hernandez will attend.
- B. Chancellor's Advisory Council on Campus Climate, Culture, and Inclusion—none needed at the moment, pending clarification with the Senate Chair.

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)

Chair proposed to invite Chief Diversity Officer Dania Matos to the next meeting to hear her perspective on how to engage her and her office in interacting with the rest of the campus and working groups on equity and anti-Black racism. A member suggested inviting a representative from the SFCA, to see what their priorities are and where we could collaborate. Chair agreed, and asked members to email any further suggestions.

ACTION: Analyst will send invitations to CDO Matos and representatives of SFCA and UCMBA to the next meeting.

VIII. Systemwide Review: Proposed Curtailment Program

UC President Drake has proposed an expanded curtailment program during winter break. A member explained that, while a normal curtailment is something you can “buy” with your accrued vacation time to avoid a pay reduction, the proposed version limits the use of vacation time depending on (to be established) pay level. For faculty, it is a straight pay cut. Notable is the “minimum” of 5 days—some campuses will be doing more. Vice Chair proposed that D&E comments describe members’ concerns from D&E perspective, such as the need for a provision on exception to the policy, the potentially disproportionate impact on diverse staff members and non-faculty researchers, and the allowance for the use of paid leave or vacation time. Members discussed the proposal’s potential implications for instruction (if curtailment could take place during instructional days), on researchers paid by external grants, and campus operations and actual costs. It was agreed that the lack of transparency should be included in the memo. A member added that the furlough in 2009 negatively impacted the morale—it did little to save money but killed people’s morale, especially among the most vulnerable, predominantly non-white employees, followed by graduate students and staff, who are often caretakers.

ACTION: D&E will issue a short memo on its inability to provide meaningful feedback due to lack of transparency, there being no way to know what groups are affected, in terms of different tiers, based on member Menke’s comments (to be emailed to D&E members).

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 updated members on DivCo’s review during Chair’s updates. No further discussion took place (discussed earlier—see item I).

X. New Items?

The inclusion of Teaching Professors in CAP—the discussion was tabled due to lack of time.

XI. Informational Items

Due to time constraint, the meeting was adjourned at 11:01AM.