

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Meeting Minutes****Monday, November 16, 2020****9:30-11:00am, via Zoom****Materials Available on Box:****<https://ucmerced.box.com/s/57vb795a206mse6di8gf8hprnx9z9n2>**

The meeting was called to order at 9:32AM, with Chair Sandoval-Hernandez presiding.

I. Chair's Updates – Chair Sandoval-Hernandez – 15 min (9:30-9:45)

- A. October 23 and November 13 Divisional Council Meetings—on 10/23 and 11/13, DivCo discussed authorship dispute board and data sharing agreements. On 10/23, systemwide curtailment proposal was discussed. It was overwhelmingly rejected by UCM DivCo as well as systemwide senate. FWAFF made a presentation on ECEC and lack of childcare, and potential ECEC reopening with private provider. On 11/13, the memo from the Chancellor on \$100K for diversity initiatives by the Senate was presented. \$50K are specifically for anti-Black racism initiatives. No final plan for expenditure was made. Chair stated D&E should be engaged in the decision on allocation of these funds, in collaboration with SFCA and UCMBA. UGC chair led review on systemwide online education taskforce report. Consensus was in favor of not having a fully online degree. A member explained that the task force was formed to address proposal from Davis about online degree programs, and expects Regents to be heavily promoting creation of fully online programs, as a way to increase enrollment without having to expand the physical infrastructure. This is a relevant topic for D&E as research shows that online education functions well for groups that tend to be socioeconomically privileged.
- B. Proposed Revisions to UCM Animal Policy—The review request came from the administration with a very short notice. Member Malloy will review and send input to committee.

II. PROC Update (10/26/20)—Member Sean Malloy – 5 min (9:45-9:50) As neither co-chairs were available, members briefly discussed the agenda for the next meeting.**III. Consent Calendar – 0 min (9:50-9:50)--- approved as presented**

- A. Approval of today's agenda
- B. Approval of the 10/19/20 Meeting Minutes

The consent calendar was approved as presented.

IV. Systemwide Review: Proposed Revisions to Senate Bylaw 336.F.8 (9:50-10:00)—Member Carrie Menke
The revision is being proposed to make the Bylaw compliant with the recent federal policy change on sexual violence and sexual harassment (SVSH) allegations. It calls for the use of the preponderance of evidence standard in P&T hearings for cases of alleged violation of the University's SVSH policy. Member Menke made a presentation, which is here. Members were generally supportive of the proposed revisions.

ACTION: Member Menke will start an email conversation. Transmit a memo to DivCo by December 7, 2020.

V. Gallo School Preproposal (10:00-10:20)—with guest from the Pre-Proposal Team (Paul Maglio)

The Pre-Proposal Team is visiting as many Senate committees and other interested units as possible to create opportunities for dialogue. The Pre-Proposal, as well as reviews by the administrative units, are here.

Guest Maglio gave background information. In 2002 the campus accepted the gift from the Gallos to establish a management school, but the school has not been created. In the past 3 years, CIS, MCS and EBM faculty have come together to propose a management school. It will not be a typical management school that offers MBAs—MBAs are in decline (in terms of demands), moving towards more specialized management programs (similar to the one-year MM program that MCS has). The impetus was that the donor has been waiting for a long time, and

little donation has been made since 2002 because of the unmet promise. It would be good for the donor and the campus to start the school.

A member commented that, while she welcomed the concept, she was concerned about how research and funding would be coordinated, as administrative challenges tend to hamper interdisciplinary research. Guest Maglio responded that the teaching and research at the new school would mesh together and he did not see barriers in collaboration. He believes the three graduate groups being in one organization, and using centralized operation (as opposed to localized staff) will facilitate collaboration.

Vice Chair asked what the D&E highlights were in the proposal, and how D&E might help. Guest Maglio replied that the proposed school's student population diversity is similar to campus's, but not faculty diversity. It has improved since the table in the proposal was made. The Division of Management has, and will, recruit, diverse faculty whose research addresses equity and social justice. Also it has a plan of recruitment and advancement, leadership training and development, and inclusion of equity and social justice in curriculum. Guest Maglio requested D&E members for feedback on missing EDI elements if any, and on how to frame the EDI issues better.

ACTION: Members to comment by email, for transmittal of memo to DivCo on 12/1.

VI. Bylaws Review—Vice Chair Medellin-Azuara – 25 min (10:20-10:45), with guests Dr. Maria Martin (UCMBA), Co-Chairs Le'Trice Curl and Yesenia Curiel (SFCA)

Per [DivCo's Anti-Racism Action Plan](#), D&E is reviewing its bylaws. (In AY 19-20, at CRE's invitation, D&E submitted [proposals](#) to revise bylaws to CRE, which are under CRE review.) Guests were invited to share their organizations' priorities, and to comment on [D&E bylaws](#) in light of their organizational priorities. A member asked if SFCA and UCMBA had been invited to participate in review of senate initiatives consistently. Guests had not been invited, and expressed willingness to review all relevant documents, such as the Senate Action Plan, for consistent engagement. D&E Chair and Vice Chair agreed that this would be an opportune moment for their engagement.

Dr. Martin commented that the campus needs to change the culture, and changing documents is insufficient, only addressing surface issues, as in previous EDI efforts. Oversight and Compensation are the priorities of UCMBA in its collaboration with DE—oversight on hiring process, to ensure that it is welcoming to hiring faculty of color, change the standards/priorities, and provide accountability (which they mean by “oversight”). There needs to be an accountability mechanism for departments that continue to lack diversity, such as stopping search when diversity criteria are not met. As for compensation, UCMBA advocates compensation for faculty of color who are doing a disproportionately large amount of diversity work, which should also be more heavily weighed in career evaluations. Campus also needs to create an environment for black faculty to thrive, and grow in numbers. SFCA also endorsed a letter in 16/17 to increase black faculty, and will share the letter with D&E.

ACTION: Transmit D&E's comments on its Bylaws to DivCo by December 4, 2020. Invite the guests back to next meeting. Share the Senate Action Plan upon approval by the Senate Chair.

VII. Consultation with AC/CDO Matos – 15 min (10:45-11:00)

D&E members consulted with AC/CDO Matos regarding possible collaborations on EDI initiatives. For reference, [here](#) is the memo the AY 19-20 D&E transmitted to the Chancellor, with suggestions for possible collaboration.

CDO Matos is interested in learning D&E's priorities and is ready to continue to collaborate. She commented that there are 57 new initiatives from her office, and offered to make a formal presentation to D&E, which was accepted by D&E Chair. CDO has instituted a monthly meeting with Senate Chair, and has talked with her about potential collaboration on how to allocate the \$100K funding from the Chancellor for the Senate's anti-racism initiatives.

SFCA co-chair Curl shared SFCA's priorities for this year, which is to connect with the membership and learn what issues are affecting them. SFCA is focused on “healing,” such as licensed therapist-led retreats on resilience, and workshops looking at the impact of systemic racism and anti-Blackness that affect staff and faculty of color on

campus. In terms of advocacy, SFCA is focusing on ensuring there is representation in committees where it may not normally be represented (such as high level hiring committees), either as a member or by providing feedback, and by hosting executive leadership sessions. It is also advocating for more professional development opportunity, from entry level to managers. SFCA is also very interested in collaborations to address anti-black racism and structural racism. Chair Sandoval-Hernandez would like them to continue participate in D&E meetings.

ACTION: Analyst will send relevant documents to SFCA and UCMBA.

VIII. New Items?

Personnel Exception to APM 710 (Explanation of the process to request the exception is [here](#))

IX. Informational Items

[All campuses' responses to the proposed curtailment program](#). UC Merced's comments are on pages 19-36.

There being no further business, the meeting was adjourned at 11:03AM.