

**COMMITTEE FOR DIVERSITY AND EQUITY (D&E)****Meeting Minutes****Monday, December 14, 2020****9:30-11:00am****Zoom Meeting:** <https://ucmerced.zoom.us/j/2092009728>**Materials Available on Box:**<https://ucmerced.box.com/s/57vb795a206mse6di8gf8hprvx9z9n2>

Pursuant to the call, the meeting was convened at 9:31AM, with Chair Sandoval-Hernandez presiding. All members were present. Guests: AC/CDO Dania Matos, Le'Trice Curl (SFCA), and Dr. Maria Martin (UCMBA)

**I. Consultation with AC/CDO Matos – 30 min (9:30-10:00)**

Associate Chancellor/Chief Diversity Officer Matos described her office's organizational changes since her arrival, her intent to conduct regularly scheduled campus climate surveys for faculty and staff, and the new initiatives her office is undertaking. (AC/CDO Matos mentioned "57" initiatives at D&E's last meeting, meaning "many"--not exactly 57.) The initiatives include Listening Tours and the executive summary, a strategic framework named BobCAT IDEAs, and the People First workgroup, whose recommendations will be the basis for the People Strategy. AC/CDO Matos is also one of the administrative co-leads of the Value Black Lives (VBL) taskforce, who will develop an implementation plan based on its 5 subcommittees' recommendations by the end of January 2021, and is on chancellor's advisory committees, on Campus Climate and Inclusion, on Queer Issues, and on the Status of Women. Each has a \$4000 budget for programs and activities, which is being finalized this month. CDO's office also co-developed, with the Center for Engaged Teaching and Learning, Anti-Racist Pedagogy. 108 faculty signed up, when the initial expectation was about 20. Certificate of completion will be awarded. Pedagogical initiatives will continue and culminate in Equity Advancing Showcase on Education (EASE) in May 2021. Other new initiatives include Diversity Dashboards and Equity Scorecards (with IRDS), Student Discussion Circles (Anti-Racist Pedagogy), Inclusion Ambassadors, and Faculty Excellence Institute (with the VPF's office).

The AC/CDO and D&E members discussed the structure and coordination of the initiatives, focusing on how best to communicate and motivate faculty to participate. Suggestions included engaging departments, including graduate students, postdocs and other scholars, and alternative communication methods besides emails and newsletters. AC/CDO Matos is also developing a research collaboration laboratory project, which would identify and match undergraduate programs and students from HBCUs with UC Merced faculty who share the same research interests, creating a doctoral pathway. The aim is for UC Merced to obtain the UC-systemwide HBCU grant, which the campus has not received to date.

**II. Chair's Updates – Chair Sandoval-Hernandez**

- A. November 30, December 7 and 11 Divisional Council Meetings—DivCo held discussions of the proposed Gallo School and the Medical School Initiative. Senate Chair will be drafting a DivCo memo on the Gallo School pre-proposal, incorporating committee input with assistance from some others, with concrete recommendations. Some SSHA members felt disenfranchised, finding that their voices were not incorporated in the SSHA Executive Committee communication. A member asked if there was an option of not forwarding the pre-proposal to systemwide review. Chair commented that he thought it was up to DivCo. Currently Senate recommendation is to send its memo to the Gallo proposers to give an opportunity to respond, before it is transmitted to the Provost, who will decide whether or not to send it out to systemwide review.
- B. D&E Bylaws Revision—DivCo did not discuss bylaws revisions due to lack of time.
- C. Campus Climate and Culture Workgroup—Chair spoke that he was invited to the meeting of the Chancellor's Advisory Committee on Campus Climate, Culture and Inclusion, to take place the following day.
- D. Systemwide Review of [Faculty Salary Scales Task Force Report](#) (Due 1/15/21)—Member Malloy volunteered to email a summary of the report. Member Kim urged D&E to incorporate in its memo Dr. Martin's request that Black faculty receive stipend for service (Dr. Martin added half step for D&E service work is already in place at one of the campuses, maybe UCLA). Currently (D&E) service is not valued in career assessments. Dr. Martin is frustrated that the above suggestion was made a long time ago—this is an opportune moment for

realizing the recommendation.

- E. Changes in D&E membership—Member Kim is leaving at the end of the semester. Chair will ask CoC to add two members.

### III. Vice Chair’s Updates-Vice Chair Medellin-Azuara

- A. Anti-Racism Workgroup—Pending review by DivCo. Afterwards, comments will be requested from campus, at a later stage.
- B. Conflict Resolution Infrastructure Workgroup—Vice Chair co-chairs the workgroup with Interim Graduate Dean Kello. The group is reviewing existing documents on mentoring and conflicts. A member emphasized the importance of protecting graduate students, and expressed concerns that students who left their original advisors may have had to make significant changes to their dissertations. Vice Chair replied that the workgroup’s objective is to have a fair process.

### IV. Deputy CDO Search: Finalist Interviews –Vice Chair Medellin-Azuara & Member Carrie Menke

Vice Chair and Member Menke offered their positive review of the candidates they met. Member Menke described the presentation of EDI initiatives by the finalist, and commented that both candidates seemed data-driven, in such a way that data was connected to initiatives that were successful, beyond the statistics. She believes their presentations aligned well with CDO Matos’s initiatives.

### V. Consent Calendar

- A. Approval of today’s agenda
- B. Approval of the 11/16/20 Meeting [Minutes](#)

The Consent Calendar was approved as presented.

### VI. Campus Review: [New MAPP 025](#)-Conflict of Commitment and Outside Professional Activities—Member Sean Malloy

This section supersedes the current [MAPP 1003](#), and applies to Professor, Teaching Professor, and Adjunct Professor title series. In light of current Senate activities related to anti-Black racism, Chair DeLugan invited committees, specifically D&E, to review this item with special attention to generating recommendations for ways to intentionally maximize and promote equity, diversity, and inclusion, reduce, and eventually eliminate anti-Black racism and other forms of structural racism and inequities.

Member Malloy explained that the old document was merely instructions on how to fill the paperwork, and thus the new document is an improvement. The addition of department chairs in the process is a welcome change in that it aligns with the campus’s move toward a more department-centered process. Missing from the new version is a chart that was in the old version about what outside activity requires reporting. Member Malloy would recommend adding it back to the New MAPP.

**ACTION:** Transmit a memo to DivCo by January 12, 2020, with the suggested change.

### VII. New Items?

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

### VIII. Informational Items

[Academic Personnel Policy Issuance: APM 240 and 246](#)

There being no further business, the meeting was adjourned at 11:01AM. Att. by Chair Sandoval-Hernandez.