

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**AGENDA****Monday, September 14, 2020****9:30-11:00am****Zoom Meeting:** <https://ucmerced.zoom.us/j/2092009728>**Materials Available on Box:**<https://ucmerced.box.com/s/57vb795a206mse6di8gf8hpvrnx9z9n2>**I. Welcome New Members and Introductions – Jesus Sandoval-Hernandez - 5 min****II. Committee Resources – 10 min**

- A. [Committee Bylaws](#)
- B. [Membership](#)
- C. Meeting [Schedule](#)
- D. [Conflict of Interest Policy](#)
- E. Managing D&E's Work (e.g. Review Assignments)

Action Requested: Review the COI policy for any need for revision, and approve the final policy.

III. Consent Calendar – 5 min

- A. Approval of today's agenda

IV. Chair's Updates – Chair Sandoval-Hernandez – 15 min

- A. August 24 and 25 Governance Retreat
- B. [September 4 Divisional Council Meeting](#)

V. Vice Chair's Updates—Vice Chair Medellin-Azuara – 10 min

- A. DivCo Workgroup on Equity, Diversity and Inclusion (the original charge is [here](#))

VI. D&E Representation on UCM and Systemwide Committees – 10 min

- A. [Periodic Review Oversight Committee](#) (PROC) (nomination due 9/14/20)
- B. [University Committee on Affirmative Action, Diversity, and Equity](#) (UCAADE)—10/8/20
- C. [Work Group on Faculty and Graduate Student Disputes](#) (nomination due 9/14/20)
- D. Chancellor's Advisory Council on Campus Climate, Culture, and Inclusion (only for 9/15/20, at noon)

Action Requested: Identify D&E members to serve on the aforementioned committees and Council.

VII. Faculty Equity Advisors (FEAs) – 5 min

AY 20-21 FEAs:

- Professor [Clarissa Nobile](#), SNS (Last year of service)
- Professor [Nestor Oviedo](#), SNS (Last year of service)
- Professor [Ramesh Balasubramaniam](#), SSHA (Last year of service)
- Professor [Victor Muñoz](#), SOE (Last year of service)

This agenda may contain confidential and privileged material for the sole use of D&E Members.

Per [guidelines](#), “FEAs will be selected by the Diversity and Equity Committee, in consultation with the Vice Provost for the Faculty and the School Deans. There will be 1 to 3 FEAs per school, depending on number of searches planned for each academic year. FEAs will be assigned to no more than six Search Committees per academic year.”

Action Requested: Determine if additional FEAs are needed, based on the number of searches in each school.

VIII. D&E Priorities for AY 20-21 – 15 min

D&E’s Chairs from AY 19-20 and 20-21 have identified the following priorities for the committee during AY 20-21. Members are encouraged to identify other priorities and goals, as well as relevant guests.

- A. Development of an agreed upon accountability mechanism for ensuring that EDI best practices are followed during searches.
- B. Development of a process of including FEAs in issues of promotions.
- C. 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).
- D. Addressing issues of campus climate for People of Color (especially Black/Indigenous People of Color) that continue to be highlighted in campus climate surveys (related to DivCo discussion).

IX. Administrative Equity Advisor – 10 min

As part of the recently awarded Advancing Faculty Diversity Grant 2020-21, the VPF Office is establishing an inaugural Administrative Equity Advisor (AEA). The AEA will serve in a role similar to that of FEAs, and will advise and consult on best practices to recruit a diverse pool for Administrative/Executive search committees.

The VPF’s office has 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 finally, to solicit comments for the role/duties assigned to this position in future years.

Action Requested: Review and provide committee comments to the VPF Office **by September 21, 2020**.

X. Carry Over Business – 5 min

On March 20, 2020, D&E members agreed via emails that D&E would request the addition of Associate Chancellor/Chief Diversity Officer (AC/CDO) Matos as committee’s ex-officio member at the next occasion for revision of bylaws. However, this request has not been conveyed to AC/CDO. Also, it may be more appropriate to seek her attendance as a permanent consultant, given her 100% administrative appointment. Adding a consultant does not require change in bylaws.

Action Requested: Members discuss the next steps.

XI. New Items?

XII. Informational Items

- A. An [MOU sent to the Associated Black Students Leaders](#) from various administrators (6/25/20)
- B. [Report of the Academic Council Teaching Evaluation Task Force](#) (7/24/20)
- C. [2017 Faculty Survey on Campus Climate](#)