

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

The meeting was called to order at 9:30AM, with Chair Sandoval-Hernandez presiding. All present, including Associate Vice Provost for Faculty (AVPF) Zulema Valdez.

**I. Welcome New Members and Introductions – D&E Chair Jesus Sandoval-Hernandez**

All introduced themselves. Sean Malloy is a member of the systemwide workgroup to diversify faculty, and will update the committee.

**II. Committee Resources**

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

**ACTION:** Vice Chair motioned, and member Menke seconded, to approve the COI policy. Motion carried unanimously.

**III. Consent Calendar**

- A. Approval of today's agenda

The motion to approve the agenda was made by member Kim, seconded by Vice Chair, and carried unanimously.

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

A. August 24 and 25 Governance Retreat --Chair Sandoval-Hernandez described the Senate Chair's presentation on shared governance. There was a strong emphasis on Black Lives Matter (BLM), and interest in change, administration and faculty were very engaged in the conversation. Chair feels the Chancellor is committed to, and engaged in, diversity and equity. Chair found the presentation by Dania Matos's team on racism and campus climate very informative, and the BLM discussion very powerful.

B. [September 4 Divisional Council Meeting](#) Chancellor was present, assuring his commitment to D&E, with substantial (\$100,000 total) resources to be allocated to stimulate working groups. EVC/Provost gave an update on COVID, reopening and future plan, and a discussion followed. FWAFF's Covid mitigation guidelines were also discussed—it addresses how to alleviate burdens of caretaking faculty, and how caretaking affects their research. The memo was approved by DivCo.

**V. Vice Chair's Updates—Vice Chair Medellin-Azuara**

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

Vice Chair explained the origins of the workgroup, and clarified the difference between this and the task group that Member Malloy is on. The group has drafted an Action Plan, which will be reviewed by DivCo before it can be shared with D&E. It will recommend review and revision of the Senate Bylaws, MAPP, and committee bylaws, and will use survey results from campus climate survey in formulating the recommendations. December 11 is the deadline for the reviews, to be presented at DivCo's December 15 meeting. Members raised questions about the working group membership: 1) it lacks a Black member--while there are concerns for the service burden, non-Blacks are not necessarily well connected and familiar with the Black community and culture; 2) the workgroup's initial formation process is unclear (Vice Chair clarified that the members were the only volunteers from the DivCo membership); 3) junior faculty may feel inhibited from voicing their opinions. Members discussed the institutional problem of the small number of Black faculty and resulting service burden (one Black faculty member had been involved prior to her

transition to an administrative position), as well as ways to ensure Black faculty input before the recommendations are sent to the administration (such as inviting UCMBA and/or Staff and Faculty of Color Association to comment on the Action Plan, rather than asking individual faculty members).

**ACTION:** Vice Chair will bring D&E's concerns about the composition of the workgroup membership to the Senate Chair.

## VI. D&E Representation on UCM and Systemwide Committees

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

Members discussed item D, but none could attend the meeting. Chair is willing but there is conflict of schedule. It was suggested that D&E contact the meeting organizer to inquire if they would consider accommodating D&E chair's schedule in future meetings.

## VII. Faculty Equity Advisors (FEAs)

AY 20-21 FEAs are:

- 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)

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."

AVPF Valdez informed D&E that because of hiring freeze, there will be no need for more FEAs, but they will be going to a training with their Santa Cruz counterparts, with the grant her office received for DEI initiatives. Part of the effort is to create training manuals. Also, starting this year, review of diversity statements will be the first step along with research statement. At least 4 other campuses have used diversity statement in the first step successfully.

## VIII. D&E Priorities for AY 20-21

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).

A member pointed out that the outcome of the November 2020 elections, where a proposition might reinstate affirmative action, may lead to significant changes in the discussions on how to promote diversity.

**ACTION:** Members will submit their comments to the chair and analyst via email.

## IX. Administrative Equity Advisor

AVAPF Valdez explained that, 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 the appointment mechanism and role/duties assigned to this position in future years.

**ACTION:** Members will submit comments by email to the analyst, who will circulate a draft memo. Memo is to be transmitted to DivCo by September 21, 2020.

**X. Carry Over Business (tabled)**

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. (Most other UC campuses have CDO-equivalents as ex-officio members, and at some campuses AVPFs are ex-officio members also.)

**Action Requested:** Members discuss the next steps. Due to time constraints, this item was not discussed.

**XI. New Items?**

There were no 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](#)

There being no further business, meeting was adjourned at 10:58AM.