

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Meeting Minutes****Monday, January 25, 2021****3:00-4:30pm****Zoom Meeting:** <https://ucmerced.zoom.us/j/2092009728>

Zoom Phone: 1 669 900 6833, Meeting ID: 209 200 9728

Materials Available on Box:<https://ucmerced.box.com/s/57vb795a206mse6di8gf8hprvx9z9n2>

Pursuant to the call, the meeting was convened at 3:00PM, with Chair Sandoval-Hernandez presiding. All members, and guests AC/CDO Dania Matos, Le'Trice Curl (SFCA), and Dr. Maria Martin (UCMBA) were present.

I. Chair's Updates – Chair Sandoval-Hernandez – 20 min (3:00-3:20)

- A. Welcome New Member Suzanne Sindi.
- B. UCAADE Meeting (1/14/21)—There was a good discussion of faculty equity advisors' role on different campuses, which seems to vary greatly. While some other campuses have an organized structure of which FEAs form an integral part, UC Merced's FEAs are individuals without power to enforce, as they advise Deans. Hiring freeze and salary scales—another equity concern—were also discussed. Promotion is also an area for FEAs to consider, in addition to recruitment, and this is a good time for UCM to start, given that there are very few new hiring currently taking place.
- C. DivCo meeting (1/25/21)---the provost updated DivCo on COVID 19 measures including the vaccination drive and what criteria will be used, whether faculty would be considered educators. There is uncertainty about the process. Faculty would like to be vaccinated before returning to campus. CAPRA reported on academic planning, D&E Chair presented on MAPP 025. DivCo discussed the salary scales, and the need for a clearer method for evaluation and how to devise such a method. CRE Chair announced that CRE is considering a proposed preamble for diversity, to be added to the bylaws. It was suggested that D&E review and comment on the draft preamble.
- D. Systemwide Senate Review Item - Proposed Presidential Policy BFB-BUS-43 Purchases of Goods and Services; [Supply Chain Management](#) Due to time constraints, D&E did not discuss this item.

II. Vice Chair's Updates-Vice Chair Medellin-Azuara – 10 min (3:20-3:30)

- A. Anti-Racism Workgroup—drafted the preamble to the Bylaws (linked in [box](#), 1/25 folder), reviewed feedback on the anti-racism action plan, and discussed the use of the \$100,000 funding received from the Chancellor for Senate's anti-racist work. The group plans to conduct interviews with key stakeholders this semester.
- B. Conflict Resolution Infrastructure Workgroup--presented the group's progress report [available [here](#)] to the Senate Chair and the Provost. Rights and Responsibilities document will be drafted by the GSA and GC, the group will provide feedback. The goal is to provide a consistent, one-stop place for faculty and graduate students to find the pathway to resolve conflict at various levels. The workgroup is also reviewing proposals for authorship and data dispute boards.

III. PROC Update --PROC Representative for D&E Sean Malloy – 10 min (3:30-3:40)

For the last couple of years, Dean of SOE has proposed to PROC that ABET (formerly known as Accreditation Board for Engineering and Technology; since 2005 only uses the acronym as the scope of its work has widened to include natural sciences and mathematics) accreditation review be substituted for PROC review. There were concerns about whether they cover the same criteria in diversity. PROC's proposal is that the review instructions the school dean/department chair issue be accompanied by a letter, with specific instructions for addressing diversity metrics and discussions(for PROC's review), as diversity is an important part of student learning.

PROC also discussed WASC's key indicators database and peer-school comparisons, which are available [here](#). The "peer institutions" were selected based largely on specific outcomes of undergraduate education. UC Merced fares well among its peer institutions on some indicators such as six-year graduation rate, but not others, such as

earned income after graduation. Members discussed why UC Merced graduates may be earning lower income compared to the “peer institutions” selected by WASC. The database will be revisited and reviewed more closely at the next meeting, which Laura Martin, the WASC liaison for the campus, will attend.

IV. Consent Calendar – 5 min (3:40-3:45)

- A. Approval of today’s agenda
- B. Approval of the 12/14/20 Meeting [Minutes](#)

The consent calendar was approved as presented.

V. Consultation with Associate Chancellor/Chief Diversity Officer Matos – 15 min (3:45-4:00)

A. Accountability Mechanisms for and Empowerment of Faculty Equity Advisors (FEAs) and Administrative Equity Advisors (AEAs)---AC/CDO Matos recommended that D&E members review last year’s D&E memo to the Interim Chancellor and other administrators regarding this topic. UC Merced will be possibly only the second UC campus to implement Staff Equity Advisors, after UC Berkeley. It will be implemented in collaboration with the Staff Assembly. AVPF Valdez emphasized the need to consult FEAs themselves about how much more additional responsibility they are willing to take on. While the AVPF views the UCAADE recommendations positively, she is concerned about the FEAs’ workload. The grant the AVPF secured has provided some additional support this year, including collaboration with UC Santa Cruz. Merced is the first campus to establish AEAs (A stands for administrators, i.e., staff at the executive level). A guest suggested creating graduate student Equity Advisors, as she finds UC Merced’s admissions far more traditional than ideal. The AC/CDO agreed there is room for more diversity in admissions.

B. D&E’s collaboration with the AC/CDO’s initiatives—The AC/CDO would like to host an annual symposium on inclusive pedagogy, and invited D&E to collaborate by either co-hosting, or providing successful examples. A guest commented that there is frustration among black faculty that diversity work is still not valued in promotion (as a half-step), after this recommendation was made years ago. The AC/CDO recalled that the Provost had pledged to consult D&E to move forward, using another campus’s model, and inquired about the status. Member Menke and Sindi volunteered to review the records of initiatives, planned or executive, at the campus and at other institutions, to value diversity work in promotion. Their proposal was accepted by unanimous consent.

ACTION: Members Menke and Sindi will review plans/implementation of factoring diversity into promotion consideration, at UCM and at other institutions. Analyst will provide access to the relevant campus materials, including the D&E memo from last AY on accountability mechanisms for FEAs.

VI. Consultation with Associate Vice Provost for the Faculty Valdez – 15 min (4:00-4:15)

- A. National Council on Behavioral Health Webinar on developing a trauma-informed workplace—Currently COVID-related, civil rights, and political crisis-born trauma abounds. The AVPF has organized three webinars for the three schools, and SNS has already held theirs. Staff and faculty can attend.
- B. Racism Rapid Response team (proposed)—The AVPF envisions a team that provides an immediate response to racist incidents, an equivalent of a rapid response team to Title IX or VII issues. The team would respond to mitigate what is considered “lower level” micro aggression and racist incidents/dynamics, after receiving training in conflict resolution and mediation. Chair asked what the role of the Ombuds might be, and the AVPF responded that they could be involved. The AVPF, the AC/CDO, and D&E discussed collaboration on this initiative. Vice Chair voiced his support for the initiative and recommended the committee’s involvement in the development of the response team. The recommendation was approved by unanimous consent.

ACTION: D&E will participate in the development of the racism rapid response team.

- C. Affirmative Action reporting by Chairs—APM 245 lists affirmative action programming as one of department chair’s tasks, but it appears no programs or reporting have been done at the department level at UC Merced. D&E was invited to partner in structuring affirmative action goals that department chairs should report on, with the VPAP’s office and the AC/CDO’s office. The AC/CDO was concerned that structuring affirmative action goals for department chairs might not go far enough. The AVPF replied that providing the information

that chairs are still responsible for affirmative action reporting, and defining the affirmative action goals, will provide actionable goals and accountability, and give more legitimacy to EDI. The AC/CDO suggested leveraging the Inclusive Excellence Institute, whose preparation is underway in partnership with the VPAP, as it has a module on affirmative action that can be employed with department chairs during their workshop.

VII. New Items? – 15 min (4:15-4:30)

A. Consultation on recent social media statements by a faculty member—Members consulted AC/CDO Matos and AVPF Valdez on whether D&E should transmit a statement to DivCo. Some members were in favor of issuing the statement, but no vote was taken. The AC/CDO invited D&E to join the dialogue about hate speech vs. free speech, including the Free Speech Week. The AVPF stated that the matter is in the appropriate hands and under serious consideration.

B. Blackstone Speaker Series—AC/CDO Matos clarified that, after the already scheduled presentation, there will be no more speakers offered in the Blackstone Speaker Series. It will be re-branded.

VIII. Informational Items

There being no further business, the meeting was adjourned at 4:34PM. Att. by Chair Sandoval-Hernandez.