

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)**Minutes****Monday, October 11, 2021****2:00-3:30pm****Zoom Meeting: <https://ucmerced.zoom.us/j/2092009728>****Materials Available on [Box](#)**

Pursuant to the call, the meeting was convened at 2:03PM., with Chair Sandoval-Hernandez presiding.

I. Consultation with Gallo School Proposers

The Gallo School of Management Planning Team consulted with EDI on their strategy for revising the Gallo School Pre-Proposal. Planning Team members Alex Peterson and David Noelle; Paul Maglio, Director, and Alvin Cha, Assistant Director, Division of Management and Information; and Ehsan Choudhry, Faculty Liaison, attended the meeting. EDI's comments on the Pre-Proposal from AY 20-21 are available [here](#).

In addition to the original departments, Department of Political Science is joining as one of the core founding departments of the school. Participants discussed the main points and suggestions made by EDI last year. The revised proposal will describe a clearer convergence in educational mission and research of the School's faculty, and the financial model is being revised with a plan for increasing enrollment and research activity over time. The guests also explained that an institute (as opposed to a school) is not sufficient for bringing funding and helping the campus grow, or for building educational programs. The guests solicited further input from EDI members.

Vice Chair referred to one of the points EDI raised last year, which was the planned reliance on centralized services. The proposal team responded that the hope is that the school would help enable centralization of processes that can work well for the campus, but in the current pre-proposal, reliance on centralized service is not promoted. Participants also discussed the plan for recruitment of diverse faculty, staff and student. Planning Team is optimistic about its ability to recruit diverse faculty and students. Master of Management program, which is in the 4th year, primarily has drawn students from UCM and Central Valley, and has been extremely diverse.

An EDI member shared her concern about the small percentage of women represented in the preproposal team. The guests responded that the preproposal has a section that details the recruitment plan, and in the departments that comprise the school, the diversity matches that of the campus. In the submission year, the composition of the proposal team did not reflect the overall diversity. Although a female faculty was the lead author on diversity and inclusion section, her name was not mentioned because each department provides lists of people to serve on the proposal team. This year the proposal team has 3 women.

Chair would like to see more concrete, specific measures and steps to address the goal of inclusion, and how their success would be measured. The Planning Team requested EDI to provide example documents. A member suggested that the Planning Team add potential workshops/conferences/organizations they would go to recruit. Interim VC/CDO Howard opined that the proposed measurements would be best addressed in Strategic Plan, rather than a school pre-proposal.

ACTION: EDI to provide documents to Gallo Planning Team, vetted by the committee, that show the kind of information that the committee wants to see in the pre-proposal in terms of its diversity plan.

II. Consultation with Administration – 20 min**AVPF Valdez**

- A. Data on faculty retention and on accelerated promotion requests: AVPF Valdez discussed the latter with VPAP, whose purview this is. The VPAP has been reviewing the data, but the analysis is not ready. However, she is willing to come to EDI. Also preliminary analysis reveals that, women of color tend to ask for acceleration

more than some other subgroups, and more likely to receive it than some other subgroups. A member asked if there is any exploration of this with regard to LGBTQ and disabled faculty. This information is not necessarily being collected, and the number is small enough that it may not be possible to present data in a meaningful way. There is also identifiability issue (because there are so few, the individuals' identity might be revealed).

Regarding retention, schools are very uneven in seeking retention. SSHA is more likely than other schools to seek retention, with SoE least likely to do so. Most retention requests come from white faculty, and women. There have been less than 50 cases in 7 years. 2 out of 3 were successfully retained. Retention is very ad hoc—sometimes decided by one person (department chair, dean, VPAP, provost...). There are dramatically different approaches. VPAP has been consulting the deans to have a consistent process across schools.

- B. Advancing Faculty Diversity grant initiatives: this is the second year working with UCSC, which is one of the last campuses to stand up FEAs. AVPF and FEAs are also working with their UCSC counterparts on training materials for both campuses. Sister campus perspective has been beneficial for both.
- C. Update on Anti-bullying/Bystander Challenge for Faculty Workshop: it was successful and well attended.

Interim VC/CDO Howard

CDO Updates—The CDO's office is preparing to relaunch the Chancellor's Inclusive Excellence Institute, there will be information sessions and a firm timeline. Applications will close on April 15, for the relaunch of the Institute in Fall 2022. CDO's office is currently designing the curriculum for the program. Simultaneously, there will be the Chancellor's Leadership Academy, which is developing its timeline. VC/CDO Howard offered to share this timeline with EDI.

Strategic Plan rollout: Inherent within this plan is the equity and justice strategic plan. CDO's office is designing the initial framework and will start engaging constituents for their buy-in and feedback in Spring. The goal is to clearly address all the components of the Strategic Plan in fall 2022.

Name change and branding is under way, it will become the Office of Equity, Justice and Inclusive Excellence (EJIE). Campus is preparing to start the search for the permanent Vice Chancellor of EJIE. It will also become a Division.

A member commented that they had no recollection of the programs discussed. VC/CDO Howard stated he would prepare introductions to all of the programs as they are relaunched.

III. Consent Calendar – 5 min

- A. Today's agenda
- B. Meeting [Minutes](#) from September 13, 2021
- C. Updated [Committee Priorities](#) for AY 21-22: including CACQI as one of the stakeholder groups, with Member Edwards serving as liaison; Chair reminded that SFCA and UCMBA need liaisons. Member Sindi is willing but would like to have a partner (Member Menke was previously her partner).
- D. [Conflict of Interest Policy](#) (update the committee name)

ACTION: The consent calendar was approved as presented.

IV. Chair's Updates – Chair Sandoval-Hernandez – 10 min

- A. September 16 and 30 Divisional Council Meeting: DivCo discussed the impending Unit-18 lecturers' strike and the contingency teaching plans, the dysfunctional financial system (including the reimbursement delays as EDI's memo described), and the establishment of Associate Dean of Diversity (which was a part of Interim VC/CDO's presentation at DivCo). VC/CDO Howard has consulted two deans (who are supportive of the idea), and will be consulting the SNS dean (SNS already has a diversity dean). He has also proposed a meeting with all three deans in one meeting, to discuss strategies and model for inclusive excellence, and plans to

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present a 10-component model to the deans. Chair also reported on the three presidential chairs (in Asian American and Pacific Islander Studies, in African American Studies, and in Chicano and Latino Studies). These chairships are funded by McKenzie Scott's gift and UCOP. DivCo recommended that it be clarified that the chairship is open to all schools. There was also a discussion on remote instruction presented by UGC and GC.

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

- A. DivCo Workgroup on Equity, Diversity and Inclusion (the original charge is [here](#); the Workgroup's Action Plan is [here](#))—new lead is the EDI Chair. The group will revise the charge from the Senate Chair. The group reached out to the ex-chair for debriefing, and is working on the allocation of the \$100K from the chancellor. Approximately \$50K is for external study, the other half is allocated to mini-grants.
- B. PROC (September 30)—this was the inaugural meeting. The committee discussed maintaining their membership for two-year terms. Vice Chair would like to gather input from EDI on how Assessment, including the periodic review, can help UCM become an anti-racist institution.

VI. CACQI-EDI Joint Memo, the Lambda Alliance, and the Pride Center –CACQI liaison Edwards – 10 min

Member Edwards proposed EDI to jointly transmit the [memo](#) with CACQI. The memo addresses issues for LGBTQ students relating to data collection and transfer at UC Merced.

Member Edwards has also learned of the strains the Lambda Alliance, a student group at UC Merced, is under, including the potentially permanent loss of funding from campus. The Lambda Alliance currently runs the Pride Center, after the departure of a permanent staff member over a year ago. The Lambda Alliance missed the funding request deadline by 3 days and did not receive the anticipated \$15,000, of which \$10,000 was for the Pride Week that the Pride Center organizes. Member Edwards' understanding is that the Office of Student Life disburses the funds. CACQI has only recently been able to connect with the Lambda Alliance, and brought up the lack of permanent staff at the Pride Center with the Chancellor, but there is no concrete plan to fill the position.

ACTION: The draft memo was approved unanimously. EDI also moved to draft a memo inviting the Office of Student Life to correct the situation. Member Edwards will circulate a draft by email.

VII. Faculty Equity Advisors (FEAs) – 15 min

Per [guidelines](#), "FEAs will be selected by the Equity, Diversity and Inclusion 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." This year SoE and SSHA only had one nomination each during the first Call. This indicates a structural problem (or problems) that EDI should address. There are also ambiguities in the nomination process that may benefit from further clarification.

AVPF commented that FEAs are supposed to be staggered but nomination is happening all at the same time; also the extension of deadline to solicit multiple nominees delayed the process. VPAP Matlock is approving the appointments, and they have consulted with Deans. The Deans and the APO (Kelly Anders) will be copied on the letters. AVPF also drafted letters to be sent out to those who were not selected, inviting them to consider next time.

AVPF is working on training material. FEAs will be attending training at either Davis or Irvine (the latter has inclusive academy that goes beyond the search process). She would like FEAs to receive additional 3 hour training. A member stated that department chairs and others may need more education on what FEAs do. Chair reiterated the need for educating the faculty on the importance and role of FEAs. VC/CDO Howard asked if OEDI has been involved in the FEA searches. AVPF replied that, because UCM's FEAs are at moment only involved in the faculty hiring process, they are exclusively housed in APO. But at other campuses, there are different duties for FEAs, or they have different titles. If FEAs' role will be expanded, they need more compensation, and possibly a

different appointment mechanism. The previous CDO and AVPF had discussed how the CDO's office could collaborate with FEAs (for example, to stop searches). Currently the Deans have the exclusive authority and do not wish to change this. It is not something the EDI Committee can unilaterally decide.

VIII. New Items? There were no new items.

IX. Informational Items

- October 12, 2021--Grand Rounds sponsored by UC Merced's Office of Medical Education. Professor Anna Song will speak about California's Tobacco Endgame. More information is [here](#).
- October 15, 2021--The Applied Mathematics Department and the Office of Diversity Equity and Inclusion at UC Merced present a special screening of the movie Coded Bias followed by a Q&A with the film's director [Shalini Kantayya](#). More information is [here](#).

There being no further business, the meeting was adjourned at 3:34PM. Att. by Chair Sandoval-Hernandez.