

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

MINUTES

Monday, November 8, 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 2:02PM, with Chair Sandoval-Hernandez presiding.

I. Chair's Updates – Chair Sandoval-Hernandez – 20 min

- A. Welcome Professor Bámaca-Colbert. Members introduced themselves to Professor Bamaca-Colbert.
- B. October 14 and 28 Divisional Council Meetings—The Medical Education leads visited DivCo on 10/14/21. They emphasized that the graduates of the medical program would stay in the area and help improve medical services in the region. The Chancellor announced he would allocate additional funds to the Senate (McKenzie Scott gift), \$1M total in the next three years. DivCo has discussed how to allocate it. This is in addition to the \$100K for anti-racism initiatives (the use of which is still a work in progress). Proposals from members included EDI, climate sustainability, cross-campus education/mentorship, and student/postdoc fellowship for leadership training (for students/postdocs serving in Senate committees). Gallo School Proposal team visited on 10/28/21. The main focus was the integration of the department of political science into the school. The team asked for feedback on how to incorporate the improvements from the initial proposal. It was clarified that salary will not be different for the political science faculty regardless of which school they belong to. UGC and GC updated DivCo on review of courses with online components (UGC is concerned about students “accidentally” receiving an online degree). An EDI member commented that limitations to remote teaching could create equity issues.
- C. UCAADE (10/21/21 meeting)—Guidance on diversity statements is being updated as a joint administration-UCCADE initiative. It is a work in progress and the workgroup is requesting feedback. UCAADE discussed the Presidential Postdoctoral Fellowship Program, which has aimed at attracting new talents from the underserved groups to UC campuses since 1984. It is concerning that UC Merced has not benefited from this program to date. During campus updates, mental health and homelessness of students were mentioned as high concerns by campuses such as Berkeley and UCLA. Chair Sandoval-Hernandez mentioned EDI consideration in promotion as UC Merced's priority.
- D. DivCo Workgroup on Anti-Racism and Inclusion (the original charge is [here](#); the Workgroup's Action Plan is [here](#)): Chair shared his personal view that the group has a fatigue problem, after very intensive involvement last year in anti-black racism workgroup and task force with a sense of urgency. The chair summarized the plan for spending the \$100K—an external study of the Senate, and mini-grants. The group met and decided to request additional members, due to the departure of ex-Chair DeLugan from the group. Chair invited members to consider joining the group. Interim CDO Howard addressed the Chair's comment about apathy regarding anti-Black racism efforts. He believes it is important to keep the conversations and initiatives active. Vice Chair added that the workgroup accomplished many of its tasks, but is a little behind in following up on the two initiatives for the \$100K due to the start of semester and preparation of courses.

II. Vice Chair's Updates—Vice Chair Medellin-Azuara – 15 min

- A. PROC (October 28): most of the discussion was responding to/commenting on the WSCUC report prepared by the campus staff. One of the questions was how to incorporate the Strategic Plan.
- B. CACQI/Lambda Alliance Memo update: Vice Chair's understanding is that the Office of Student Life (OSL- which is now Office of Student Involvement, OSI) did not grant extension of request for funding. OSI recommends that the Lambda Alliance request funding through a different venue, and EDI can endorse the proposal. Members discussed how best EDI could engage with CACQI and Lambda Alliance.

ACTION: Analyst to consult the Senate Executive Director about reaching out to CACQI co-chair.

III. Consent Calendar – 0 min

- A. Today's agenda
- B. Meeting [Minutes](#) from October 11, 2021

ACTION: The consent calendar was approved as presented.

IV. Systemwide Review Item: [Presidential Policy on Abusive Conduct/Bullying in the Workplace](#) -10 min

This is a new proposed policy responsive to a request from the Regents and the Academic Senate. Vice Chair volunteered to be a second reviewer. Member Malloy volunteered to be the lead reviewer, and encouraged all members to review, as he has concerns about the lack of language in relationship to power.

ACTION: Member Malloy will share his thoughts by Friday, 11/12/21. Vice Chair Medellín-Azuara will comment. The review was transmitted to the Senate Chair on 11/19/21.

V. Faculty Equity Advisors (FEAs) –AVPF Valdez, Chair Sandoval-Hernandez – 30 min

AVPF Valdez updated EDI that she is working with UC Santa Cruz on launching their Faculty Equity Advocates, who support faculty efforts to diversify. Regarding UC Merced's FEAs, the AVPF disclosed that, due to EDI's request for additional FEA nominations, the timeline, as well as FEAs' ability to get training, was compressed, and FEAs were unable to attend Irvine's Inclusive Academy in September. There will be supplemental training on campus, in addition to UC Davis's training. The practice has been to wait until the Provost's Office shares the expected number of hires before issuing a call for FEA nominations, which has made it impossible to start the process before the end of the Academic Year. The process can be modified, however. With multiple candidates per school, they can be ranked in advance and appointed according to the number of searches.

There are also ambiguities in the nomination process. 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." It is unclear who handles communication with the Deans, the FEA candidates and selected FEAs, especially if the Deans have objections to the selected FEAs. EDI Chair and Vice Chair are in favor of formalizing the process and giving it more structure. They suggested starting the call for nomination on May 15, and creating a timeline and flowchart. A member added that the call should reference the training being made available (and mandatory) for FEAs, as lack of training discouraged her from self-nominating.

ACTION: The AVPF will work with APO and present revised guidelines to EDI.

The CDO offered his office's collaboration, and the APVF responded that the UCAADE recommendations clearly support CDO/office involvement, and the collaboration would strengthen the program. AVPF and CDO will meet and discuss this. AVPF Valdez also mentioned that, due to the small number of hires, she is offering additional compensation (of \$5000) if FEAs are willing to work with UCSC on furthering their program preparation. In response to a member's question, the AVPF stated that all FEAs receive the same training and resources such as best practices and rubrics. She would like to offer, in addition to the Davis/Irvine training, UCM-based training supplement, because of unique challenges of UCM campus that require delicate strategies. She would also like to expand training to search committee chairs and members in the future.

VI. Consultation with Interim VC/CDO Howard – 15 min

Job announcement for the permanent CDO has been issued. The position is being elevated from Associate Chancellor to Vice Chancellor, and from Office to Division (Division of Equity, Justice and Inclusive Excellence), which means it will have broader responsibilities and substantive contents. It is not completely clear what this structure would look like, and CDO Howard is collecting feedback. A mid-year report for Valuing Black Lives Initiative is in preparation. A review of schools (and possibly departments) in terms of faculty diversity is also

being planned. CDO Howard is working with all three schools to retain an associate dean for diversity and inclusion. Chancellor has agreed to provide funding. The mid-year report will only have items that are completed in Fall semester.

VII. New Items? There were no new items.

VIII. Informational Items

[Mitigating COVID-19 Impacts on Faculty Working Group Preliminary Report](#) - First of Two Phases

There being no further business, the meeting was adjourned at 3:32pm.