

**COMMITTEE FOR DIVERSITY AND EQUITY (D&E)****Meeting Minutes****Monday, March 15, 2021****9:30-11:00am****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/57vb795a206mse6di8gf8hpvrnx9z9n2>

Pursuant to the Call, the meeting was convened at 9:32AM. Guests in attendance: Dania Matos and Maria Martin.

**I. Chair's Updates – Chair Sandoval-Hernandez – 20 min (9:30-9:50)**

- A. Welcome new member, Professor Danielle Edwards.
- B. D&E representative for UCMBA and SFCA: Member Menke has contacted them and offered to attend their meetings to update them, to make sure their interests are represented. Confidentiality questions were answered by the Senate Executive Director, and the Chair finds Member Menke's proposal to be agreeable. A member voiced support, no objections were raised.
- C. FWF meeting (3/10): FWF is proposing to have a Teaching Professor on CAP. The suggested solution is to include language in the Senate bylaws to specify that full Teaching Professors are full professors. FWF will recommend the inclusion of teaching professors as a "best practice." Chair sees an equity and fairness issue in CAP's perception regarding the faculty's ability to evaluate each other. A member asked how D&E could be engaged. FWF's proposal is under consideration at DivCo.
- D. DivCo meeting (3/12): Undergraduate and Graduate deans presented their Fall instructional planning, and questions were raised regarding in-person instruction by unvaccinated faculty, reduced room capacity, and contingency plan (to shift to fully remote mid-semester). No change the calendar/course schedules is planned. Endowed chairs were approved. The Senate Bylaws Preamble was presented by CRE, and met some resistance, the main comment being that it is very specific about diversity and equity while preambles are usually more all-encompassing. DivCo asked for modifications, and will continue this conversation.
- E. Anti-Racism Workgroup: discussed proposal for the expenditure of Chancellor's funds for Senate activities. \$50K expires at the end of AY, another \$50K is for AY 21-22. The group has suggested expert analysis of the campus systems (department, school, etc.) where racism may be structured in; mini-grants; anti-racism pedagogy workshops; faculty/graduate student research on racism on campus. A member recommended a study of campus at all levels, to be conducted by people who are not affiliated with UC Merced in any manner. The member provided the names of scholars, with whom she has been collaborating, via email.

**II. Vice Chair's Updates-Vice Chair Medellín-Azuara – 5 min (9:50-9:55)**

- A. Faculty/Graduate Student Conflict Resolution Infrastructure Workgroup: the workgroup met on March 8. A one-stop flowchart for faculty and students is under development. The group will produce a final report by May. It is not at the point to request feedback from D&E yet.

**III. PROC Update (3/1 meeting) -Member Malloy– 5 min (9:55-10:00)**

PROC meeting was business as usual.

**IV. Consent Calendar – 0 min (10:00-10:00)**

- A. Approval of today's agenda
- B. Approval of the 2/22/21 Meeting [Minutes](#)

**Action:** The consent calendar was approved as presented.

**V. Systemwide Review Item (10:00-10:10)**

- A. Universitywide [Police Policies and Administrative Procedures](#) (the "Gold Book")—Sean Malloy

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

The review of the “gold book” had been done by Human Resources, not Senate. In 2017 the Senate convened a taskforce to conduct a review, whose report is [publicly available](#). The version submitted had no tracked changes, with the justification being that the revisions were too substantial. It seems that very little content has changed, due at least in part to the fact that these documents have to be aligned with state laws. A member and a guest suggested that D&E obtain the campus level documents.

**Action:** A memo was transmitted to DivCo on March 19, 2021.

B. [Proposed Presidential Policy on Native American Cultural Affiliation and Repatriation](#)

**Action:** Member Menke will lead the review, which is due April 5, 2021.

**VI. Campus Review Items (10:10-10:15)**

- A. [Proposal for a Major in Writing Studies](#) (effective Fall 2022) D&E is not a lead review committee for this proposal. It was decided that D&E would decline to opine.
- B. [MAPP Reorganization](#)—D&E is a lead review committee. Member Sindi will lead the review at D&E’s 4/12/21 meeting.

**VII. Discussion Item: Consideration of DEI Work in Promotion -Members Menke and Sindi (10:15-10:25)**

Member Menke found the MAPP 2013 and 2014 concerning, as there is no mention of EDI other than referring to APM 210.1-d. She and Member Sindi would like D&E to recommend, to DivCo, the creation of a task force to edit MAPP. AVPF Valdez supports having formal language in MAPP, as opposed to the current informal enforcement to a varied degree per department. A member suggested there be a definition of what “diversity work” means.

**Action:** Members Menke and Sindi will draft a memo.

**VIII. Consultation with Associate Chancellor/Chief Diversity Officer Matos (10:25-10:35)**

AC/CDO Matos shared information about the NADOHE (National Association of Diversity Officers in Higher Education) Virtual Summit, which is open to the UCM campus. It will focus on pedagogy, and be held later in the spring. Ways to encourage participation were discussed, including issuance of certificates when it is offered as a campus symposium next year, as opposed to this year’s externally hosted event, which does not offer certificates.

**IX. Consultation with Associate Vice Provost for the Faculty Valdez (10:35-10:45)**

AVPF Valdez announced that FEA nominations would be made in collaboration with the CDO as well as D&E. UCAADE recommendations on FEAs are very extensive, and decisions on whether and which of the recommendations to adopt need to be made in consultation with the FEAs as well as with the Deans. UCAADE also recommends that the EDI office have a role, while at UC Merced the FEA program is currently housed in VPAP’s office. AVPF Valdez also reminded D&E that Contribution to Diversity statement was the first item to be reviewed during this year’s faculty search (along with research statement), as a pilot initiative. She would like D&E to consider endorsing the proposal to make it permanent. A member suggested that the AVPF provide D&E with a memo, which the committee could endorse. Another member added that her program implemented this initiative two years ago, and including diversity statement in their search as the first cut reduced conflict over recruitment that typically arose when only focusing on research.

**Action:** AVPF Valdez will draft a memo for review by the committee at the next meeting.

**X. New Items?** No new items were introduced.

**XI. Informational Items (none at this time)**

**XII. Executive Session: CCGA Proposal—Master of Data Science and Analytics – 15 min (10:45-11:00)**

The committee entered Executive Session at 10:52AM.

**Action:** Analyst will request a 10-day extension of review deadline, until March 29, 2021.

There being no further business, the meeting was adjourned at 11:07AM. Att. by Chair Sandoval-Hernandez.