

**COMMITTEE FOR DIVERSITY AND EQUITY (D&E)****Meeting Minutes****Monday, April 12, 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 9:31AM, with Chair Sandoval-Hernandez presiding.

**I. Consultation with Senate Chair/Campus Repatriation Coordinator Robin DeLugan on Native American Graves Protection and Repatriation Act (NAGPRA) Policy and Implementation -15 min (9:30-9:45)**

Related announcement from Chancellor's Designee Matlock is [here](#).

The new legislation has a larger role for the Native American tribes' knowledge. Coordinator DeLugan believes UCM does not have remains to repatriate, but as a systemwide structure, she is the designated repatriation coordinator. There is a letter to department and unit heads reaching out to ensure that there are no remains and sensitive materials in anyone's possession. The inventory reporting must be done by January. This can be a good opportunity to strengthen ties with local tribes. Chair asked what the role of D&E, and the Senate, is. Coordinator DeLugan responded that at this time no action is required, she consulted with D&E to raise awareness. The Senate reviewed the revised document that, once in effect, all will have a role in assuring compliance with.

**II. Chair's Updates – Chair Sandoval-Hernandez – 10 min (9:45-9:55)**

- A. DivCo meeting (3/29): discussed the funding from the Chancellor for the anti-racism activities (originally \$50K to be expended by the end of this AY, but the Chancellor granted extension till end of AY 21-22, seeing that the Senate is making genuine efforts to use the funds most effectively). The proposed use of funds is for a self-study, with an independent consultant, and establishment of mini grants that allow for community participants in workshops and other activities/communication to raise awareness on anti-Black racism. LASC presented a proposal that the library approval be the first condition for a new program, school, or unit. DivCo's conclusion was that, while it is sympathetic about LASC's concerns, the proposed provision was not necessary, as the Administration makes resource decisions. FWAf presented its proposal to have a Teaching Professor on CAP. While the proposal was viewed favorably, similar concerns raised at CAP were raised, and no conclusion was reached. A member encouraged others to review a relevant article (available [here](#)).
- B. Anti-Racism Workgroup—proposal for the expenditure of Chancellor's funds for Senate activities: see above.
- C. Proposed Revisions to the Senate Bylaws- [Clean](#) and [track-change](#) copies were provided to members. As there were no comments received, D&E will respond "no comments."

**III. Vice Chair's Updates-Vice Chair Medellín-Azuara – 5 min (9:55-10:00)**

- A. Faculty/Graduate Student Conflict Resolution Infrastructure Workgroup—the updated conflict resolution [flowchart](#) and accompanying [text](#) are available. The workgroup also received a memo from GC about a wider consultation with the campus, including various Senate Committees and School Executive Committees, and a formal review with FWAf and GC, as well as with CoR. AVPF Valdez is working on the faculty side of the flowchart. A member pointed out that there is no mention of the student union in the flowchart or the text. When it involves TAs, it can involve unions. The AVPF clarified that the chart is for an informal process, while the process involving the union is formalized and clear. The member does not think the real situations are clear, and the union should be mentioned. Also students can talk to union informally. Another member noted that there is nothing in the materials about supporting faculty in this process, which is concerning for an institution largely consisting of junior faculty. The process and support have all been geared toward students. The harassment of marginalized, inter-sectional communities also needs to be addressed, they are more subject to bullying by students, leading to more mental health crisis of this group. The AVPF reiterated her office's efforts to hire a faculty relations director, but no funding has been secured yet.

**Action:** AVPF Valdez will present the draft flowchart to D&E when it is ready for discussion.

**IV. [UCAADE](#) Update -Member Menke and Vice Chair Medellín-Azuara -10 min (10:00-10:10)**

Member Menke shared her notes, available [here](#). UCAADE discussed the Gold Book’s deficiencies and its focus on protecting the police. The conversation is ongoing. It also discussed the UCAF memo on DEI, and the selection of FEAs, which should be done by faculty, not administration, which is a concern at some campuses.

**V. PROC Update (4/12 meeting) -Member Malloy– 5 min (10:10-10:15)**

PROC discussed the program review of the Writing Major. Due to the conflict with this D&E meeting, Member Malloy was unable to stay for the entirety of the PROC meeting.

**VI. Consent Calendar – 0 min (10:15-10:15)**

- A. Approval of today’s agenda
- B. Approval of the 3/15/21 Meeting [Minutes](#)

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

**VII. Systemwide Review Item -Member Menke -5 min (10:15-10:20)**

[Proposed revisions to Senate Bylaw 336.F.3](#) (Disciplinary Cases)—the revision has been proposed by the UCPT Task Force in response to the federal regulatory changes that now require a hearing at the Title IX phase of cases involving Sexual Violence and Sexual Harassment. D&E is a lead review committee.

**Action:** Member Menke will send comments via email by the end of the week, members to review and comment next week. Transmit comments to DivCo by April 23, 2021.

**VIII. Campus Review Items -Member Sindi -5 min (10:20-10:25)**

- A. [MAPP Reorganization](#)—The APO is proposing to retire leave-related MAPP sections that are redundant with systemwide policies and collective bargaining agreements. D&E is a lead review committee. Member Sindi compared the systemwide policy and the campus policy, which were consistent. She found it non-controversial and did not find any concerns, and recommends endorsement.

**Action:** Analyst to send a draft endorsement memo to Member Sindi for review, circulate then transmit comments to DivCo by April 23, 2021.

**IX. Discussion Item: Consideration of DEI Work in Promotion -Members Menke and Sindi (10:25-10:35)**

Members Menke and Sindi attended SFCA and UCMBA meetings, and discussed the step plus/half-step systems, which are not explicitly DEI related—they can be used for any of the three components of review. This means that use of this system does not honor the APM provision 210-1d. There have been indications that DEI work is negatively viewed in promotion, such as interference with research. In meetings, it was recommended that DEI also be recognized in staff and non-senate faculty review. Discussion ensued on the content of a memo they plan to send to DivCo. Members recommended including a clear statement of action items, proposed membership from the Senate and the Administration, and focusing on faculty, leaving staff to the CDO’s office. A member wondered if DEI will be evaluated in promotion using the same rubric for hiring, and if that would be appropriate.

**Action:** Members Menke and Sindi will draft a memo incorporating the suggestions above.

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

Members consulted with the AVPF on [the draft memo](#) recommending the recruitment pilot program to be made permanent, regarding DEI statements in the first-round assessment of job candidates. UCM is not the only campus that has implemented this. While the program was used for all five searches last year, other campuses have found that “opt-in” works better than when it is mandatory. The proposal is to implement it for five years only, coupled with another statement (either research or teaching). The AVPF has found that the coupling led to problems in some searches, and a member confirmed this for her department’s searches. Some members expressed their objections to the opt-in nature, as the departments that opt-out are likely the ones that need it most. The pilot

program offered a \$75K inducement, funded by the provost's office, awarded to the new hire, for using the DEI statement in the first round. A member said the funding to have one more candidate to visit was the incentive for her department, which requires far less resources (\$1.5K per department). Members discussed what “diversity” to focus—representation of URM faculty was the impetus, but it is open to more discussion.

**Action:** D&E will provide feedback to the AVPF, and further discuss this at the next meeting.

- XI. New Items?** Approval of the [Draft Memo](#) to endorse the Proposed Presidential Policy on Native American Cultural Affiliation and Repatriation. The draft memo was approved by unanimous consent.

**XII. Informational Items**

Systemwide announcement of [RFP for Advancing Faculty Diversity](#)

**Executive Session: Master of Public Health Program Proposal -15 min (10:45-11:00)—Members Only**

**Entered executive session at 10:52AM. Att. by Chair Sandoval-Hernandez.**