

**COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)****MINUTES****Monday, September 13, 2021****2:00-3:30pm****SSM 217****Zoom Meeting: <https://ucmerced.zoom.us/j/2092009728>****Materials Available on [Box](#)**

Pursuant to the call, the meeting was called to order at 2:04PM, with Chair Sandoval-Hernandez presiding.

**I. Welcome New Members and Introductions – Jesus Sandoval-Hernandez - 10 min**

Members introduced themselves, then discussed the meeting modality. Chair stated he was in favor of in-person meetings, but also understood issues and concerns about in-person meetings during a pandemic. Several members shared their personal situations that led them to limit in-person meetings to the absolute necessary. It was agreed that the remaining meetings will be conducted via zoom during Fall 2021.

**II. Committee Resources – 10 min**

- A. [Committee Bylaws](#)
- B. [Membership](#)
- C. Meeting [Schedule](#)
- D. [Conflict of Interest Policy](#)
- E. Managing EDI's Work (e.g. Review Assignments)

Chair explained that the above listed is information accessible through the Senate Website. Chair requested an additional member to CoC, given one member's withdraw due to unforeseen circumstances. CoC is meeting on 9/20, and will notify EDI if a replacement is found.

**ACTION:** Members will send comments via email by September 27, 2021, if they wish to make revisions to the Conflict of Interest Policy.

**III. Consent Calendar – 0 min**

- A. Approval of today's agenda
- B. Meeting [Minutes](#) from May 3, 2021

**ACTION:** Consent calendar was approved as presented.

**IV. Chair's Updates – Chair Sandoval-Hernandez – 15 min**

- A. August 22 and 23 Governance Retreat: Chair reported that a series of presentations were made by administrators about the state of the affairs at the university, including a potential strike by the Unit 18 lecturers. Chair would welcome questions from members about the retreat.
- B. September 2 Divisional Council Meeting – EVC/Provost updated DivCo on the implementation of the Academic Planning, and on an MOU with UCOP about steps to be taken to improve the budgetary position of UC Merced. The Provost committed to improve campus research facility and infrastructure. Concerns were expressed about the delay in reimbursement for undergraduate and graduate students. The Provost invited EDI to write a memo to the administration regarding this issue. Chair feels it is unclear what should be addressed in this memo aside from the delay in reimbursement affecting students, who are of limited economic means.

Chair asked for a volunteer to draft this memo. Vice Chair asked for clarification of the task: would the analyst provide an initial draft, and members would comment on it? It was suggested that EDI work with the GC Chair, requesting more background information. Chair pointed out that undergraduate students also have been affected, and the UGC Chair also should be consulted. The memo should be transmitted as soon as possible.

**ACTION:** analyst to coordinate for a consultation with UGC and GC chairs.

Senate Chair Westerling emphasized the need to bring research back to normality. Research has been impacted by C-19 (as well as teaching). Research ramp-up is a high priority for DivCo, as well as the administration. AVPF Valdez added that FWAF also discussed the issue of research, in particular the impact of c19-induced research delays on tenure and promotion. While administration and CAP have already stated they would consider the impact, FWAF is concerned how it would still be considered in 5 years. FWAF wants to make sure that considerations are still in place in the future, beyond the immediate needs and challenges. Chair added that this topic was also discussed at the Retreat, where the VPAP announced that her office has adopted new measures, and discourages use of Stop The Clock since there are other options.

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

##### A. DivCo Workgroup on Equity, Diversity and Inclusion (the original charge is [here](#))

In AY 20-21, the workgroup determined how to use the \$100K the Chancellor allocated for the Senate's work on anti-racism. The external review study project has been chosen, and is being processed through the Provost's office. The cost of the project is about \$45K, it will help the Senate adopt better practices and infrastructure for improving equity, diversity and inclusion. The group has not been able to meet yet this semester. Vice Chair feels that the workgroup needs an additional member, as AY 20-21 Senate Chair DeLugan no longer chairs the group. The mini-grant proposals are still in planning phase. Chair added that, in addition to the Chair and Vice Chair of EDI and GC Chair Hestir, CRE Chair Viney is a member of this group.

#### VI. Systemwide Review Items—Chair Sandoval-Hernandez – 5 min

##### A. [Proposed Revised Presidential Policy on Sexual Violence and Sexual Harassment](#)

The proposed revisions are to: (i) comply with a new State law, Senate Bill (SB) 493, and (ii) better account for Prohibited Conduct in the clinical setting. **EDI is a Lead Review Committee.**

##### B. [Proposed Revised Senate Regulation 478 \(IGETC\)](#)

The revision was proposed by the Board of Admissions and Relations with Schools (BOARS) to create Intersegmental General Education Transfer Curriculum (IGETC) Area 7 – Ethnic Studies, in response to the new state legislation (AB 1460 (Weber)) requiring the California State University (CSU) to include an Ethnic Studies course in the General Education curriculum for a baccalaureate degree.

**ACTION:** Member Li will review item A prior to EDI's meeting on 10/11 (10/7 if possible). Member Malloy will review item B to see if comments are merited.

#### VII. D&E Representation on UCM and Systemwide Committees – 0 min

##### A. [Periodic Review Oversight Committee](#) (PROC) (first meeting on 9/30/21)—Vice Chair will serve.

##### B. [University Committee on Affirmative Action, Diversity, and Equity](#) (UCAADE)—Chair will serve; alternate is Vice Chair (For AY 21-22)

**ACTION:** Forward the names of the representatives to CoC.

#### VIII. 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

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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. The two schools have not provided additional nominations after EDI requested them last Tuesday. Chair asked members for ideas. Based on their previous interaction with the SoE Executive Committee, EDI members felt that SoE faculty might not be well informed about the role of FEAs.

AVPF Valdez commented that it is almost always impossible to find nominees to the FEA positions—it is very rare for there to be multiple candidates, as SNS did this year. It is not unusual for there to be only one nomination per school. The question for EDI is whether or not to accept the nominees. She reminded that all FEAs must receive training to learn how to do their job. This is also probably a good year for an FEA that EDI might not feel confident about, as the number of hires is likely small. A member commented that the fact the schools are nominating just one person indicates a structural problem, and that EDI should have a discussion to identify what the structural problem is. The AVPF agreed, and added that there are variance between schools as well as within: some individual units within schools are more active in pursuing EDI goals than at the school level.

**ACTION:** Analyst will send a reminder to the Deans. EDI will wait for additional nominations until the deadline (9/21/21). Members will suggest potential FEA names to AVPF Valdez.

#### **IX. EDI Priorities for AY 21-22 – Chair Sandoval-Hernandez**

EDI’s Chair and Vice Chair have identified the following priorities for the committee during AY 21-22:

- A. Develop a mechanism to effectively interact and consult with other campus stakeholders on EDI issues, such as the Staff and Faculty of Color Association (SFCA), the UC Merced Black Alliance (UCMBA), and the Vice Chancellor/Chief Diversity Officer’s office;
- B. Advance concrete policies, in coordination with the Senate anti-racism group, that effectively decrease antiblack racism;
- C. Effectively incorporate the contributions to diversity as part of the criteria in the tenure and promotion processes

Chair solicited feedback and additional priorities from members. For A, a member proposed that the Chancellor’s Advisory Committee on Queer Issues (CACQI) be added as another organization with which EDI collaborate, and volunteered to be the liaison. She is concerned that some graduate students, especially nonbinary students, have had trouble with medical insurance, and would like to propose a memo. For C, members suggested that EDI obtain information about accelerated promotions, expressing concerns about biases, especially during last year’s review.

**ACTION:** AVPF Valdez will investigate what information on accelerated promotion decisions can be shared with EDI.

#### **X. Consultation with the Administration – 15 min**

Interim Vice Chancellor/Chief Diversity Officer Cecil Howard—Interim VC/CDO Howard arrived at UC Merced last Tuesday. He clarified that, even though his title is interim, he is fully committed to fulfil the role. He believes that the more deliberate we are the more successful in advancing equity, diversity and inclusion. He would like to make sure that his office is continuously responsive to the campus community and EDI interests, and initiatives that are already in place (which he has been identifying), and work together. Chair commented that the CDO is an ex officio member of the committee. As such, he will be invited to all of EDI’s meetings.

Associate Vice Provost for the Faculty Zulema Valdez

- A. Evaluating DEI in merit/promotion (see, [here](#), one university’s attempt to consider DEI in advancement):

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AVPF Valdez stated that Indiana is the first university to consider DEI in advancement in a completely transparent manner. Her office is very interested in this, which seems better than the Step Plus.

- B. Antibullying Workshop for Faculty—invitation was sent to EDI and FWAF members. 3 have signed up, there is capacity for 20. Vice Chair expressed interest in attending.

**XI. New Items?**

No new items were presented.

**XII. Informational Items**

- A. Campus [Announcement](#) on Valuing Black Lives Initiative
- B. Chancellor and Provost [memo](#) on Valuing Black Lives Initiative
- C. Academic Council Chair's [letter](#) on the recommendations on neurodiversity endorsed by UCCADE
- D. Valuing Black Lives Initiative Town Hall, September 15, 11AM-12:30PM—register [here](#)

There being no further business, the meeting was adjourned at 3:33PM.