

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

Meeting Minutes

Thursday, April 20, 2023

3:00-5:00pm

I. Consent Calendar

A. Today's agenda

The Consent Calendar was approved as presented.

II. [PROC's Proposal to include diversity, equity, and inclusion in UC Merced Principles of Assessment](#) {3:00-3:15pm} – Chair Menke and Member Ghezzehei

Action: EDI members will discuss reviewers' comments via email. EDI Chair will present EDI's comments to DivCo.

III. Systemwide Review Item: [Interim Clery Act Policy – Campus Safety and Security Reporting](#) – Mayra Bamaca and Sachin Goyal {3:15-3:30pm}

The interim policy was issued in July 2022 and is being reviewed by the UC Divisions prior to its finalization. Following the interim issuance, a Systemwide Clery Policy Working Group was formed. The Working Group included representation from campus Chief Compliance & Ethics Officers, Clery Coordinators, CARE offices, Ombuds, Title IX, Community Safety, and UC Legal. The Working Group conducted workshops with key stakeholder groups to gather feedback on the interim policy, compile additional feedback of the policy, and begin the development of implementation guidance.

The systemwide Senate is seeking additional feedback on the following revisions:

The Clery Act Policy revisions removed language in the Policy to conform with the formal text of the Clery Act and the Department of Education's recent directives and enforcement cases. The changes include removal of the language regarding categorical exemption of all CARE Advocates, Ombuds, and all other confidential campus offices as Campus Security Authority (CSA), and a clarification that employees with responsibilities, within the scope of their license, as professional or pastoral counselors are not CSAs for the purposes of this Policy.

EDI's draft comments were linked on today's agenda.

Member Bamaca stated that the policy does not mention the practice of drills in the case of an emergency. Member Bamaca suggested that the practice of drills at the beginning of each year would be beneficial to incoming students to act accordingly in the case of an emergency on campus. Members reviewed the revision history of the policy and agreed that certain groups on campus should be exempt from mandatory reporting.

Action: EDI will provide comments on their concerns of the revision of the policy. EDI's comments will be sent to the Senate Chair by April 21, 2023.

IV. Senate Self-Assessment - All {3:30-3:45pm}

Chair Menke expressed concerns on whether the consultants are available to work within the current budget. EDI is currently reviewing two proposals: Harris et al and Reese. There are three consultants for Harris et al and one consultant for Reese. Harris et al would still need to update the cost, possibly resulting in a 20% increase due to inflation. A member stated that the Reese study may fall short, but seems well experienced and reputable. Harris et al is a more comprehensive study, however there are concerns that Harris et al may no longer be affordable. A member suggested to reach out to Harris et al to confirm that they will be able to complete the work within the timeline. EDI would like to request an updated proposal and more details on the cost of Harris et al by June 1, 2023. Chair Menke stated that this matter will be further discussed through emails and possible meetings.

Action: EDI will request an updated proposal and more details on the cost of Harris et al by June 1, 2023. Fatima will contact the administration to inquire about process (completed – pending response from admin.)

V. Chair's Report – Carrie Menke {3:45-4:00pm}

A. DivCo Updates (4/3 and 4/17)

Chair Menke stated that there is a lot of frustration between the Union and the UC due to the strike. DivCo decided to not endorse the pre-proposal for the Gallo School of Management. A memo summarizing the comments and concerns regarding the pre-proposal has been sent out on Monday, April 17 to the Senate faculty and a second memo will be issued on Friday, April 21, 2023.

B. Anti-Racism Mini Grants

This was not discussed during the meeting and will be handled via email.

VI. Discussion Items – Chair Menke & Members {4:00-4:40pm}

A. [UCAADE](#)

The upcoming edits to APM 210 includes mentoring in teaching and service. Chair Menke informed members that these edits to APM 210 will be circulated soon for committees to provide feedback. UCAADE discussed instances of anti-discrimination and anti-harassment policies being weaponized and being used against the very groups of people they're meant to support.

Chair Menke would like to ensure that policies are in place to benefit the situation, rather than being taken advantage of. A member expressed concerns that increasing avenues of punishment may open up possibilities of misuse.

B. [Faculty Equity Advisors](#)

Chair Menke stated that there are 3 candidates from SSHA, 1 from SNS, and none from SoE. EDI members will review the candidates and will report back to the committee.

Chair Menke suggested that FEA trainings should include information on the difference between research faculty and teaching faculty especially when it comes to scholarly work. Interim Associate Vice Provost for the Faculty (AVPF) Song agreed that the FEA training needs to be reassessed. The role of the FEA needs to be clear, and guidance should be provided on understanding that the process for these different job searches will be nuanced. The FEA should not be inserting their own biases. The FEAs are responsible for approving the search plan for recruitment, so AVPF Song suggested that more tools should be provided to the search committees to ensure a good diverse pool.

VII. Other Business? {4:40-5:00pm}

A. Equity, Justice, and Inclusive Excellence (EJIE) Associate Dean

Dr. Yang provided an update regarding the Equity, Justice, and Inclusive Excellence (EJIE) Associate Dean. Moving forward, the Associate Deans will receive course releases but this will be contingent on funding. Dr. Yang encouraged EDI members to recommend qualified colleagues to apply for service.

Chair Menke has mentioned to Vice Chancellor and Chief Diversity Officer Saenz that EDI would like to be a part of the search committee for the Associate Dean. The contract for the current Associate Deans is effective through June 2023, but may be extended. The new Associate Deans will be appointed during the summer. The summary of recommendations from the EJIE Associate Deans Faculty Listening Tour should be available in August 2023.

A program will be announced via the Senate Digest: EJIE awards for students who have done work related to EJIE. students.