

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)**Agenda****Wednesday, September 13, 2023****9:00 – 10:30am**

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- I. Welcome and Introductions {9:00-9:05am}**
- II. Chair’s Report – Marcos Garcia-Ojeda {9:05-9:10am}**
- A. Updates from the September 7 Divisional Council Meeting
 - B. Faculty Equity Advisor Appointment
- III. Informational: Conducting Committee Business – Chair Garcia-Ojeda {9:10-9:15am}**
- A. The Committee for Equity, Diversity and Inclusion (EDI) acts for the Division in all matters of equality and diversity in general and in particular in reference to underrepresented faculty populations. This includes initiating studies and reports on campus diversity and equity, and evaluating institutional policies and procedures as they relate to equity and diversity. D&E maintains liaison with the University Committee on Affirmative Action, Diversity and Equity (UCAADE). EDI Chair Marcos Garcia-Ojeda serves as the Merced representative on the UCAADE and will update EDI members regularly.
 - B. Fall Meeting Schedule, EDI Membership, and EDI Bylaws are available on the webpage.
Meeting Schedule (Wednesdays, 9:00-10:30am, in ADMIN 345):
 - September 13 (via Zoom)
 - October 11 (in person)
 - November 8 (in person)
 - December 13 (in person)
 - C. EDI’s Box site (all internal committee documents will be posted on this site)
 - D. Committee Confidentiality
 - E. Guide to Committee Membership & the Practice of Executive Session
 - F. Consultation Guide (also refer to the 2010 memo from Academic Council to President Yudof)
 - G. Senate Digest (distributed to all Senate faculty every Friday)
 - H. Review Items (all campus and systemwide review items will be available on this Senate webpage)
 - I. UCM Bylaws and Regulations
 - J. Systemwide Bylaws and Regulations

This agenda may contain confidential and privileged material for the sole use of EDI Members.

K. Distribution of Work on the Committee

IV. Consent Calendar {9:10-9:15am}

- A. Today's agenda
- B. Conflict of Interest Policy

Note: Each AY, all committees are encouraged to review their respective COI policy and propose edits, if needed.

V. EDI Representatives/Liaisons {9:15-9:25am}

Requested Actions: Identify EDI members to serve as EDI representatives on the following:

- A. UCM Black Alliance
- B. Periodic Review Oversight Committee
- C. Chancellor's Council on Climate, Culture, Antiracism and Equity (CCCAE)

VI. Public Health Program Review Site Visit {9:25-9:30am}

PROC has requested Senate representatives to attend the Public Health site visit on September 25-26. The meeting with academic Senate representatives will be from 11:15 – 12:00 on September 25.

Requested Action: Identify an EDI member to attend the site visit.

VII. Discussion: EDI Priorities AY 23-24 – Chair Garcia-Ojeda and All {9:30-9:50am}

Requested Action: Members proposed top priorities for AY 23-24.

Listed below are last year's EDI's priorities.

- Develop robust communication and coordination between EDI committee and various campus stakeholders: Schools Executive committees and Associate Deans, CDO/Office of EDI, Office of Social Justice Initiatives and Identity Programs, representatives for Unit-18 lecturers, Office of the Vice Provost for the Faculty, Faculty and Staff of Color, Black Alliance, etc.
- Absorb and oversee the continuing work from the anti-racism working group by awarding mini-grants and coordinating with the consultant and DivCo for the Senate anti-racism self-assessment.
- Review current trends on recruitment, retention, tenure & promotion for underrepresented faculty, including requested vs. awarded accelerations.
- Proactively work to further equity, diversity, inclusivity, and social justice at the campus and systemwide levels.

VIII. Systemwide Review Item {9:50-10:00am}

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Proposed Amendments to Senate Bylaw 55 (Departmental Voting Rights)

The amendments were proposed by the University Committee on Academic Personnel (UCAP) and endorsed by Academic Council last academic year. The memo from Academic Council Chair James Steintrager offers some background for the proposed amendments. Amendments are provided in tracked changes on pp. 4-7.

The lead review committees are:

- Committee on Academic Personnel (CAP)
- Committee on Rules and Elections (CRE)
- Committee on Faculty Welfare and Academic Freedom (FWAF)
- School Executive Committees

Requested Action: EDI to decide whether to opine. If opining, assign one or two lead reviewers. Lead reviewer(s)' comments will be discussed at the October 11 EDI meeting.

EDI's comments, if any, are due to the Senate Chair by 5:00pm, **Friday, October 20, 2023.**

- IX. Guest: CoC Chair Sarah Depaoli {10:00-10:15am}**
Topic: CoC's Role in the FEAs Appointment Process.
- X. Other Business? {10:15-10:30am}**