

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

Meeting Minutes
Wednesday, September 13, 2023
9:00 – 10:30am

- I. Welcome and Introductions {9:00-9:05am}**

Members of EDI provided introductions and welcomed each other to the committee.

- II. Chair’s Report – Marcos Garcia-Ojeda {9:05-9:10am}**
 - A. Updates from the September 7 Divisional Council Meeting

Chair Garcia-Ojeda reported on the issue of equity regarding graduate students and Unit 18 lecturers. As the campus is facing challenges with the budget, many departments have been asked to make severe changes to their teachings to meet budgetary needs. There has been an increase in the teaching responsibilities among faculty members. Chair Garcia-Ojeda stated that EDI should keep an eye on those problematic changes in the budget, as they impact both the Senate and Non-Senate faculty.

 - B. Faculty Equity Advisor Appointment

Member Josue Medellin Azuara has been nominated as the Faculty Equity Advisor for SSHA and SOE (no searches for NS, so no FEA). One of his duties will be to help ensure that the searches remain equitable, open and diverse.

Interim Associate Vice Provost For Academic Personnel Song mentioned that the two searches in SSHA will be in Quantitative Psychology. As this is taking on additional schools, there are more responsibilities for the Faculty Equity Advisor. The Academic Personnel Office has considered giving a larger share of compensation allocated to the service of the Faculty Equity Advisors.

- 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.

EDI Members will work on reviewing resources to approach the main challenges and concerns for equity, diversity, and inclusion. Vice Chancellor and Chief Diversity Officer Saenz mentioned that there is now a subscription available on training as resources for committee members to review.

Action: Executive Director Paul will work with Vice Chancellor and Chief Diversity Officer Saenz on how to approach providing training resources to EDI members.

- B. Fall Meeting Schedule, EDI Membership, and EDI Bylaws are available here.
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
- K. Distribution of Work on the Committee. Lead reviewers will be assigned to the upcoming campus and systemwide review items.

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.

Action: The consent calendar was approved as presented.

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)

Member Dalia Magana has volunteered to be the PROC representative. Executive Director Paul will connect Member Dalia Magana with the PROC Analyst to provide additional guidance as the PROC representative.

There is an ongoing discussion amongst EDI members to determine the responsibilities to represent on CCCAE. Vice Chancellor and Chief Diversity Officer Saenz emphasized the importance of EDI to represent the faculty perspective for faculty that come from diverse backgrounds. Vice Chancellor and Chief Diversity Officer Saenz suggested to share the responsibilities; different members attending the CCCAE meetings. Executive Director Paul will share the CCCAE charge with Chair Garcia-Ojeda.

Action: EDI Members are encouraged to consider serving as liaisons on the groups described above.

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.

Action: EDI will need to identify a member to attend the site visits. This will be further discussed at the next meeting.

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.

Chair Garcia-Ojeda encouraged EDI Members to think about the primary issues of EDI that are affecting the faculty. A member found that there are a lot of issues with disability, neuro divergent and medical issues. It seems that this topic is not on the

forefront of a lot of EDI conversations. These issues may affect faculty, regarding safety and their ability to perform their jobs successfully. Another member felt that there were issues with student wellness and mental health. In regards to race and ethnicity, a member feels that very few members of the Latino community are choosing to attend UCs. According to a report that a member has reviewed, very few students in the Merced County are attending UCs. To approach this issue, a member mentioned that EDI could build bridges to better promote and pump the pipeline of future diverse academics.

Vice Chancellor and Chief Diversity Officer Saenz mentioned that there is an educational partnership program on campus that relates to K through 12 education/students. Thousands of these students are eligible for college and meet the UC requirements, and many of these students are first generation students and/or students of color. However, half of these students that are eligible for UCs are choosing to enroll in CSUs. UC Merced receives very few students from these programs. Vice Chancellor and Chief Diversity Officer Saenz emphasized that there is no direct pipeline set for these students to come to UC Merced. Vice Chancellor and Chief Diversity Officer Saenz is working with the Chancellor to raise this issue.

Chair Garcia-Ojeda raised a question regarding to what extent EDI supports students on EDI related issues. Executive Director Paul mentioned that there is an existing Senate committee that addresses issues of access and diversity of students, which is the Admissions and Financial Aid Committee (AFAC). Associate Vice Chancellor and Professor of Sociology Valdez added that as an Academic Senate committee, the scope of EDI tends to be on the faculty. Associate Vice Chancellor and Professor of Sociology Valdez suggested that having a narrow focus on faculty would help delimit the priorities of the committee, given time constraints.

Vice Chancellor and Chief Diversity Officer Saenz emphasized to members on how EDI is integral to faculty members, whether it is their teaching, research, or service. EDI is crucial in providing clarity and guidance for faculty members.

Chair Garcia-Ojeda stated that there seems to be a misunderstanding of what the EDI issues are among faculty members. Discrimination towards people of color, as well as misogyny experienced by female colleagues seems to still be an issue. It was also noted that there seems to be a hostile response to the idea of diversifying the professor among faculty members. These are all issues that EDI as a committee should investigate.

Action: This will be further discussed via email.

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

Action: Member Brokaw and Chair Garcia-Ojeda will serve as lead reviewers. They will send their comments to Fatima Paul by October 4th.

This item will be discussed at the October 11th EDI meeting. Comments are due to the Senate Chair by Friday, October 20, 2023.

IX. Guest: CoC Chair Sarah Depaoli {10:00-10:15am}

Topic: CoC's Role in the FEAs Appointment Process.

CoC Chair Depaoli stated that CoC would like to assist EDI with the appointment process for the Faculty Equity Advisor. CoC would like to find people to sit in these roles by providing a list of people to consider for the future years, in hopes to have no vacancies in the Faculty Equity Advisor positions for each school.

CoC distributes a survey to faculty members during each Spring semester. Faculty would indicate which Senate committees that they would like to serve on. CoC Chair Depaoli mentioned that CoC could consider including the Faculty Equity Advisor service on that survey. Another suggestion was to consider the individuals who do not end up serving in the committee, but still had an interest in EDI. Chair CoC Depaoli expressed the idea of creating a partnership between CoC and EDI to share data so that the two committees can work efficiently.

Chair Garcia-Ojeda encouraged members to send in their suggestions on the Faculty Equity Advisor selection process.

Action: CoC will revise the survey and invite EDI to review before the survey distribution. EDI members are encouraged to send suggestions on the Faculty Equity Advisor selection process.

X. Other Business? {10:15-10:30am}