COMMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

Wednesday, December 13, 2023
9:00 – 10:30am
ADMIN 345
MINUTES OF MEETING

Pursuant to call, the Committee for Equity, Diversity and Inclusion met at 9:00am on December 13, 2023. Chair Marcos Garcia-Ojeda presiding.

I.   **Chair's Report – Marcos Garcia-Ojeda**
A. DivCo Updates (November 9)
Chair Garcia-Ojeda shared UCAADE updates with DivCo members. One update shared was regarding the removal of the titles LSOE and LPSOE and the institution of the title Professor of Teaching.

Action: Chair Garcia-Ojeda will send the committee information regarding review items for UCAADE. Members were encouraged to review the November 9 DivCo Minutes for additional information.

B. Spring 2024 Meeting Schedule (Tuesdays, 10:00am – 11:30am, in ADMIN 245)
- January 23
- February 20
- March 19
- April 23
- May 7

Member Lee noted that his PROC meetings may conflict with his Department meetings for Spring 2024.

Action: PROC representative will contact the PROC analyst to discuss the schedule (conflicts with Department meetings). If the PROC schedule cannot be changed, EDI will need to identify a replacement for Member Marcus Lee.

II.   **Consent Calendar**
A. Today's agenda
B. November 8 draft Meeting Minutes

Action: Today's agenda and the November 8 Meeting Minutes were approved as presented. The EDI analyst will update the Senate website accordingly.

III. **EDI Representatives/Liaisons**
A. Periodic Review Oversight Committee - Marcus Lee
- Update on November 29 and December 8 meetings
  EDI's memo to PROC was discussed at the December 8 meeting.

Member Lee noted that PROC members reviewed EDI's memo and seemed to approve of the suggestions. PROC was even open to additional changes if more detail was recommended. PROC wants to see how self-assessment data can be used more broadly in order to ensure that departments do not overlook certain DEI topics. Additionally, PROC discussed where the space was to be more specific in their assessment. The next step is for PROC to report back to EDI with its formal response.

Action: EDI analyst will follow up with PROC to obtain their response to EDI's memo.

B. Chancellor's Council on Climate, Culture, Antiracism and Equity (CCCAE) – Vice-Chair Brokaw
- Update on November 28 meeting

CCCAE is charged with the oversight of the Valuing Black Lives Initiative approved by the Chancellor and Provost in 2021. Many of the initiatives have been completed, and some are still in progress. The committee is currently considering inviting Dr. Eileen Camfield to a future meeting to speak on antiracist pedagogy.

Additionally, CCCAE is considering a Black Postdoctoral Scholar Program, however it has not happened yet. There are still many questions regarding the process and funding for the program. EDI members discussed the legality of using race as a way to recruit individuals. Interim AVPAP Song noted that because of recent laws, the campus cannot hire based solely on ethnicity, race, gender, etc. however the campus can provide support and training where certain bias may enter the hiring process. Further discussion included the importance of a diverse pool of candidates in addition to the weight that a DEI statement is considered in the hiring process. Members emphasized how important the role of the FEA is to ensure both items are considered by search committees. It was also noted that the support from the Deans is essential to ensure DEI is considered in the hiring process.

Vice-Chair Brokaw has been charged with an artwork initiative related to art on campus containing EDI issues.

IV. **Climate Issues Associated with Harassment – Interim AVPAP Song**
Interim AVPAP Song presented the slides linked above regarding trends in conflict, harassment, and activity within academic appointees.

Following the presentation, members discussed the lack of safety individuals are feeling on campus and the overall sense of a lack of trust. It was suggested that trainings be conducted at the department level in an effort to create a safe culture. It was also noted that most policies are focused on physical safety, but psychological safety should be considered too. Furthermore, it was noted that at times there is a confusion between discomfort and psychological safety, as well as between disagreement and psychological threat. All of these factors need to be considered when working to create a safe campus culture.

V.   **Process for Appointing FEAs – Interim AVPAP Song and Members**
Interim AVPAP Song noted that there have been conversations about changing the FEA Process. Historically it has been difficult getting candidates to serve in the FEA position even though FEAs are essential in the hiring process. Factors that need to be considered are increasing the candidate pool, the selection process, and providing the proper training. Currently, there are challenges associated with the FEA role. One challenge is that FEAs do not always know when there will be a search, but then need to be included in the process as soon as the search begins. Another challenge is that at times there is a lack of communication between the search committee and the FEAs. Interim AVPAP Song and AVC Valdez are now working together to think about how to provide effective trainings to all involved in the hiring process. Trainings would include DEI, implicit bias, hiring best practices, and the personnel process. Moreover, the trainings could possibly include the FEA and search committee members together to ensure efficiency in the hiring process.

Action: Interim AVPAP Song and AVC Valdez will share revisions made to the FEA Process at a future meeting.

Members discussed various incentives of the FEA position. One incentive discussed was monetary compensation. Additionally, serving as a FEA allows one the chance to see a more in depth look into the hiring process, and also a small glimpse into what it is like to serve in an administrative role. It was also noted that in order to help incentivize the FEA position, it may help to be more transparent in its duties and functions.

Action: APO and EDI will send out a joint celebratory announcement regarding this year's FEA appointments.

VI.   **EDI Priorities AY 23-24 – Chair Garcia-Ojeda and All**
Last year's priorities were combined with additional priorities suggested for AY 23-24. The proposed list of priorities for AY 23-24 can be found here.

Members reviewed the list of proposed priorities. As some priorities were carried over from the previous year, members requested additional information and the status of some of the past items. It was also noted that the committee would prefer tangible priorities in order to measure the process towards each priority's completion. In addition, Chair Ojeda-Garcia requested the Guidelines for EDI Statements to be added into the priority list.

Action: EDI analyst will send the committee contextual information regarding last year's priorities. EDI analyst will also add Guidelines for EDI Statements into the priority list. EDI analyst will follow up with VPAP Hansford about attending a future meeting to present current trends on recruitment, retention, tenure & promotion for underrepresented faculty, including requested vs. awarded accelerations.

VII.   **Systemwide Review Items**
        A. Presidential Policy BFB-BUS-46 Use of Vehicles & Driver Authorization

The policy applies to the use of any UC vehicle (owned or leased) and any personal vehicle used in the course of UC business.

This policy was distributed for systemwide review in November 2018, but was not finalized. 2018-2019 Senate comments from that review are available **here** (UCM's comments are on pp 7-14). Comments from that review have been incorporated into this proposed draft.

Key revisions:
- Change policy name from "Use of University Vehicles" to "Use of Vehicles and Driver Authorization".
- Expanded policy summary and definitions.
- Inclusion of the CA Department of Motor Vehicles Negligent Operator Treatment System (NOTS) as a standard for eligibility to drive on behalf of the University.
- Implementation will apply to all drivers on University business – not solely employees.
- Establishment of Vehicle Collision Review Committees to review collisions, determine preventability, and promote driver safety awareness.
- Establishment of guidelines for drivers involved in preventable collisions including training, suspension, and potential revocation of driving privileges.

Comments are due to Senate Chair **by 5:00pm Tuesday, January 16, 2024.**

B. Interim Report of the Academic Planning Council (APC) Working Group on the Future of Doctoral Education at the University of California
The APC Working Group is a joint administration/Senate working group that was appointed in the summer of 2023 to advise the University community on the future of graduate education. It is co-chaired by UCSB Senate Division Chair Susannah Scott and UCI Dean of Graduate Studies Gillian Hayes.

Comments are due to Senate Chair **by Monday, January 22, 2024.**

C. Proposed revisions to Academic Personnel Manual (APM) – Section 285, Lecturers with Security of Employment Series
The policy includes the following key revisions:
- Revised name of "Lecturer with Security of Employment (LSOE) series and ranks to "Professors of Teaching"
- Removal of Appendix A

EDI is a Lead Reviewer

Comments are due to Senate Chair **by 5:00pm, Friday, February 2, 2024.**

Action: Chair Garcia-Ojeda will review the Systemwide Review Items and decide whether EDI will opine by Wednesday, December 20.

VIII.   Other Business

There being no further business, the meeting was adjourned at 10:30am.
Attest: Marcos Garcia-Ojeda, EDI Chair