

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)
MEETING MINUTES
Monday, October 14, 2024
12:00PM – 1:30PM

Pursuant to call, the Committee for Equity, Diversity and Inclusion met at 12:00pm on October 14, 2024. Chair Clarissa Nobile presiding.

I. Consent Calendar

- A. Today's Agenda
- B. [September 9, 2024 Meeting Minutes](#)

Action: The Consent Calendar was approved as presented.

II. Chair's Report – Clarissa Nobile

- A. Updates from the [Divisional Council](#) Meeting (September 23)
Chair Nobile informed EDI members that EDI's memo regarding hate speech and bias in student evaluations would be discussed at the October 21 Divisional Council meeting.

EVC/Provost Dumont informed Divisional Council members that she is meeting with each department this semester, and that the TAS allocation work group is formally convening this week. She also reported that she has received feedback from the deans on graduate student pay. She noted that the schools have an understanding of what errors in Oracle occurred and how to fix them. EVC/Provost Dumont added that she is speaking with other campuses' EVCs about whether they have safety nets in place in case their payroll process fails.

SSHA Dean Arriola informed Divisional Council members of his top priorities for SSHA:

- Governance reform
- Financial transparency
- Undergraduate student retention

Senate Chair Mitchell reported that there are concerns with animal facilities and animal welfare which can negatively impact faculty's research. He added that there is also an issue related to the ownership of the space outside of the greenhouse and stated that a process is being formulated to clarify this issue.

Senate Chair Mitchell informed Divisional Council members that FWAF is planning to propose splitting the committee into two separate committees: The Committee on Faculty Welfare and the Academic Freedom Committee. He added that EVC/Provost Dumont is supportive of the split and has agreed to find funds to provide stipends for both committee chairs.

Senate Chair Mitchell met with the SoE and SNS Executive Committees and plans to meet with the SSHA Executive Committee soon. The main concerns noted from the SoE and SNS Executive Committees were financial reporting, faculty hiring, enrollment growth, TAS budget, SPO, and questions about indirect costs on grants.

Senate Vice Chair Monroe reported on PROC and informed Divisional Council members that prior to 2020, PROC focused its administrative reviews on single units, however last year PROC began to review processes that span various divisions. This new process will be important for the campus's WSSCUC reaccreditation.

B. Alternate needed for April 10 [UCAADE](#) Meeting

Action: The EDI Analyst reached out to members via email to identify an alternate for the April 10 UCAADE meeting.

III. Update on October 7 [Divisional Council](#) Meeting – Marcos García-Ojeda

Divisional Council members expressed concerns regarding the administration not offsetting the increased costs to fund graduate students. The CAPRA Chair shared information that she gathered from the recent UCPB meeting regarding how much support the other UC campuses receive from their administration to offset the cost of funding graduate students.

IV. EDI Representatives/Liaisons

A. [Periodic Review Oversight Committee \(PROC\)](#) – Marcus Lee

- Update on September 16 Meeting

PROC members discussed items that were addressed in the previous academic year, including the incorporation of EDI in the Principles of Assessment.

PROC discussed their priorities for the new academic year. Member Lee noted that many PROC members agreed on prioritizing EDI in the periodic review process. Specifically, PROC members thought more guidance for programs on how to compare their EDI data would be valuable.

B. [Chancellor's Council on Climate, Culture, Antiracism and Equity \(CCCAE\)](#) – Dalia Magaña

- Update on September 24 Meeting

CCCAE is focusing on twenty-three Black Lives Initiatives that began in 2020 and ensuring that there is follow through with the initiatives. Many of the tasks and initiatives have been completed, however several are still pending. The funding for the Black Lives Initiatives will be ending at the end of the year, so it is currently unclear if the work on these initiatives will be able to continue after the funding ends.

EDI members discussed the Black Lives Initiatives having an end date and agreed that they would support the extension of the funding if possible.

The Director of the Office of the Ombuds, Hector Escalante Meza, raised the issue of few faculty of color visiting his office, especially black faculty and Latinx faculty. He added that he would like to create more awareness of his office as it appears to be a resource that is being underused by underrepresented voices.

Action: Member Magaña will inform CCCAE that EDI supports the extension of the funding and is willing to provide written support upon request.

V. Consultation with AVPAP Song

A. Update Regarding Bias/Hate Speech in Student Evaluations

AVPAP Song noted that she received a copy of EDI's memo regarding bias and hate speech in student evaluations and her office is eagerly awaiting an update. She added that some of EDI's suggestions in the memo are outside of the Academic Personnel Office's (APO) purview and recommended that Student Affairs and the Division of Undergraduate Education be added as recipients of the memo as they are the offices that own the student evaluations.

A member noted that the perception is that the administration is not prioritizing this issue. AVPAP Song replied that her office has met with other groups on campus to strategize on items that are within their purview. She reiterated that student evaluations are not under APO and her office does not have the authority to make changes to the evaluations. AVPAP Song added that APO does not even see nor have access to the student evaluations until a faculty member goes up for a merit or promotion.

A member stated that they had been a part of a committee last year which was tasked to improve and revamp student evaluations. At the time, there was not a concern pertaining to monitoring the student evaluations, but rather to revise the evaluations to reflect the faculty's performance. AVPAP Song added that this is why it would also be a good idea to include the Division of Undergraduate Education as a recipient of the memo as individuals who were within that committee are a part of the Division of Undergraduate Education.

A member raised a question as to whether there has been any discussion or initiatives related to providing training for faculty who are tasked with reviewing promotion and tenure cases, specifically in instances where student evaluations contain elements of bias or hate speech. The member highlighted that there appears to be a lack of consistent awareness among the faculty that this is a significant issue – one that disproportionately affects faculty from marginalized groups, particularly people of color and LGBTQ communities. AVPAP Song replied that there are workshops for the chairs of the AP review committees, and that the idea is that when you train the chair, the chair will set the tone and provide the framework for evaluating the cases. She

added that one possible immediate remedy would be to incorporate this topic into the monthly meetings that VPAP Hansford holds with the Department Chairs. AVC Valdez added that another solution could be for EDI to generate a document containing guidance for CAP members when reviewing promotion and tenure materials in terms of contributions to EDI. This would be in addition to creating a document providing guidance on how faculty should prepare their promotion and tenure materials, particularly with respect to EDI.

Actions:

- ED Paul reached out to Senate Chair Mitchell about including Student Affairs and the Division of Undergraduate Education as additional recipients of the memo.
- AVPAP Song will consult with VPAP Hansford about incorporating this topic into the monthly meetings that he holds for the Department Chairs.
- AVC Valdez will consult with VC/CDO Saenz regarding language for guidelines for CAP to reference while reviewing faculty promotion/tenure cases.
- AVPAP Song will incorporate a question into the next Faculty Experience Survey in order to gauge how prevalent the issue of bias and hate speech in student evaluations is.

VI. Consultation with AVC Valdez

A. DEIBlueprint

AVC Valdez presented a set of slides to EDI members on DEIBlueprint which is offered to UC Merced through the Division of Equity, Justice, and Inclusive Excellence (EJIE) in partnership with APO. DEIBlueprint is a department level intervention to improve campus climate. The program offers rapid response to intradepartmental conflict, local level feedback and analysis, customized and actionable toolkits, and suggestions and support for localized interventions.

The DEIBlueprint process begins with introductory conversations which provide details related to the program with members of the department. Based on those conversations, EJIE will then administer a short and targeted survey to collect actionable data from the department. Once the feedback is collected, EJIE will analyze and prepare the data to create a customized toolkit and action plan. Once the department's individualized "blueprint" is created, EJIE will continue to provide support to the departments while they implement and evaluate their DEI efforts.

AVC Valdez noted that UC Berkeley has already implemented the use of DEIBlueprint and has done extensive regression analysis on its impact. From the analysis, a significant positive improvement was shown across participating departments.

Following the presentation, members discussed various ways to deploy the program to UC Merced. AVC Valdez welcomed any ideas to help promote the program to the campus.

Members discussed the anonymity of the original request coming from departments. AVC Valdez noted that their office keeps the request anonymous and only notes that there was a general interest recently raised regarding a certain issue within the department.

AVC Valdez informed members that EJIE is using a model of DEIBlueprint that most closely aligns with UC Berkeley’s model as it is more focused on departmental and school level interventions. Some of the other UC’s models are more focused on professional interventions.

VII. Campus Wide Review Items

A. [Proposed Revisions to MAPP Sections 2013, 2014, 2053 and 2054](#)

A [Cover memo from VPAP Hansford](#) includes a brief summary of the proposed revisions.

- MAPP 2013–Appointment for the Professor Series
 - [Clean version](#)
 - [Tracked changes version](#)
- MAPP 2014–Merit, Promotion, Appraisal Review for the Professor Series
 - [Clean version](#)
 - [Tracked changes version](#)
- [MAPP 2053-Appointment for the Teaching Professor Series](#) (The entire document has been revised, making a tracked-changes version unnecessary).
- [MAPP 2054-Merit, Promotion and Appraisal Reviews for the Teaching Professor Series](#) (The entire document has been revised, making a tracked-changes version unnecessary).

EDI is a lead reviewer.

Comments are due to the Senate Chair by **Monday, October 28, 2024**.

Vice Chair Pirtle and Member Lee agreed to serve as lead reviewers via email. A draft response memo containing their comments was circulated to voting members prior to the meeting.

Members reviewed the draft memo and discussed whether or not they should include language regarding a half step plus promotion program. They ultimately decided to add some of the language towards the end of the memo as a future consideration for the administration.

Members discussed the examples of contributions to EDI that are provided within MAPP 2014 and 2054: Merit, Promotion, Appraisal Review, Sections II.B.4. Contributions to Equity, Diversity, and Inclusion. Members agreed that the language in this section could be strengthened by being more explicit in the examples provided. Specifically, more examples could be added in terms of EDI

contributions in relation to research and mentoring. Then members provided concrete examples pertaining to EDI within research and creative activity to be included into the memo.

Chair Nobile proposed that it might be appropriate to include language in the introduction of EDI's response memo that emphasizes the need to incorporate language into the MAPP that highlights the significance of contributions to EDI that go beyond standard expectations especially considering UC Merced's highly diverse undergraduate student body.

Action: The EDI Analyst updated the memo based on the committee's comments and circulated a revised draft to voting members for their review.

B. [SSHA Reorganization Proposal](#)

Overall, the revised Bylaws provide clearer role descriptions, emphasize the creation and function of Section Councils, and update quorum and voting requirements to ensure consistency.

Comments are due to the Senate Chair by **Monday, November 4, 2024**.

Vice Chair Pirtle noted that there is not always consistency among the racial and ethnic diversity of faculty and students that are recruited across majors in SSHA. She added that it might be useful to bring this to the attention of the SSHA leadership. In their response, EDI could propose some examples, such as grouping disciplines together, that would increase EDI across the divisions.

After the discussion, EDI members decided to opine. Vice Chair Pirtle and Member Magaña agreed to serve as lead reviewers.

Action: The lead reviewers will send their comments to Petra, Fatima and Chair Nobile by Friday, October 25. Comments will be circulated to members via email in order to be finalized and sent to the Senate Chair by Monday, November 4.

C. [UC Merced Interim Policy on Expressive Activities and Assembly: Protests, Demonstrations, Non-University Speakers and Signage on Campus and in University Facilities](#)

Updates align with mandatory directives issued by the UC Office of the President and include:

- Mandatory revisions required by [California State Senate Bill 108, SEC. 219, 34](#) implemented under [UC Merced's Campus Climate Initiative](#).
- Technical updates to owner, contact information, and resources.
- Clarifications around disruptions of a university activity, proximity of activities, signage, unauthorized structures, and consequences.
- Moved Protest Oversight Group (POG) membership/roles & responsibilities to Appendix.

Comments are due to the Senate Chair by **Monday, November 18, 2024.**

Members discussed the policy and the potential for it to be too strict on silencing protests on campus. There was a particular concern raised with the idea of a tiered response and the impact it would have on campus safety.

Members wondered how other UC campuses are responding from the directive from President Drake. It was noted that it would be a good idea to bring this up at the next UCAADE meeting.

Members discussed what effect this policy will have on accountability as protesting is a form of holding people accountable when they won't listen by other means.

Actions:

- Vice Chair Pirtle and Member García-Ojeda agreed to serve as lead reviewers. The lead reviewers will send their comments to Petra, Fatima and Chair Nobile by Friday, October 25. Comments will be circulated to members via email in order to be finalized and sent to the Senate Chair by Monday, November 18.
- During the “Campus Updates” at the October 17 UCAADE meeting, Chair Nobile will inquire if similar policies are being updated on other UC campuses.

VIII. Other Business

There being no further business, the meeting was adjourned at 1:30pm.

Attest: Clarissa Nobile, EDI Chair