

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

**Thursday, May 9, 2024
10:00 – 11:10am
ADMIN 245
MINUTES OF MEETING**

Pursuant to call, the Committee for Equity, Diversity and Inclusion met at 10:00am on May 9, 2024. Chair Marcos García-Ojeda presiding.

I. Chair’s Report – Marcos García-Ojeda**A. [DivCo Updates](#) (April 29)**

Divisional Council members endorsed the proposed amendments to Senate Bylaw II.IV.2.A (AFAC Membership) and the proposed amendments to Senate Regulation III.3.B (Academic Dismissal).

B. [May 3 Meeting of the Division](#)

Chancellor Muñoz provided campus updates to members of the Merced Division.

CoC Chair Depaoli announced the Senate leads’ appointments for Senate service during AY 24-25. Chair García-Ojeda raised an inquiry regarding EDI’s AY 24-25 leadership.

Action: ED Paul discussed the matter with the CoC leadership on May 10. Chair Garcia-Ojeda was invited to join the meeting.

Due to a lack of quorum, the Merced Division was issued an electronic ballot after the meeting to vote on the proposed amendments to the Divisional Senate Bylaws and Regulations.

Action: Chair García-Ojeda encouraged members to vote on the proposed amendments to the Divisional Senate Bylaws and Regulations that were circulated via email on Wednesday, May 8.

Senate Chair Hibbing announced the winners of the AY 23-24 Senate Awards.

II. Consent Calendar**A. Today’s agenda****B. [April 25 draft Meeting Minutes](#)**

Action: Today’s agenda and the April 25 Meeting Minutes were approved as presented. The EDI analyst updated the Senate website accordingly.

III. EDI Representatives/Liaisons

A. [Chancellor's Council on Climate, Culture, Antiracism and Equity \(CCCAE\)](#) – Vice-Chair Brokaw

- Update on April 23 meeting
Vice-Chair Brokaw referenced the slide set from the Black Scholar's Resource Center that was circulated to EDI members on April 23. She stated that the initiatives are impressive and exciting. Some updates from the slides included the mention of three scholar coordinators, spaces available for use, and various upcoming events and programs.

B. [Periodic Review Oversight Committee](#) – Vice-Chair Brokaw

- Update on May 6 meeting
PROC continued conversations surrounding how program reviews have seemed to become a time to ask for resources. PROC members noted that programs could be thinking more about what they can do with the resources they have to strengthen their programs.

VC/CDO Saenz stated that she is part of the program reviews and often there are indications from students noting a lack of inclusion or belonging and/or a lack of classes that are needed in order to fill the major requirements. She added that there needs to be a demand from the Units addressing the lack of whatever it may be when they collect data for their self-review. Members agreed and added that some of the things that need improvement within programs do not require more resources to be fixed.

It was noted that, at times, faculty are more focused on their research than their teaching. Additionally, it is unclear how much training is provided to faculty to make pedagogical practices in their classrooms more inclusive. The committee discussed whose role it is to bring this to the faculty as a whole and how EDI could step in and elevate this issue. AVC Valdez suggested a request to change PROC's Bylaws to include inclusive excellence in the program reviews as components of a committee's Bylaws must be adhered to.

Members continued to discuss the importance of incorporating inclusive excellence into PROC's review process and noted that it may be beneficial for EDI to work with UGC in the future to ensure that it becomes a priority.

Action: In the Fall, EDI will work with UGC and PROC to ensure that inclusive excellence is included in PROC's review process.

IV. Consultation with VC/CDO Saenz

A. Campus's response to the Middle East crisis.

A preliminary discussion took place during the April 25 EDI meeting.

VC/CDO Saenz provided background information and an update regarding the funding that President Drake provided to the campuses to support mental health for

students, faculty, and staff, and to address Islamophobia in connection with the Middle East crisis. She stated that the funding runs through AY 25-26 and some of the programs have begun in the form of events during the Spring semester. VC/CDO Saenz added that events will continue through Fall 2024 and Spring 2025.

Members discussed the protests and encampments taking place on other UC campuses and the potential for the same type of events to take place at UC Merced with the upcoming commencement ceremonies and UC Board of Regents meeting. The committee expressed their concerns during this time and the precautions the campus is taking to ensure the safety of the students. Chair García-Ojeda stated that the Senate is working to deescalate the issue with a letter similar to the one put forward by the UC Davis Chancellor.

Action: Chair García-Ojeda will circulate the UC Davis Chancellor statement regarding encampments to EDI members.

AVPAP Song noted that last May the campus brought in the National Center for Freedom of Speech to consult with Administrative and Senate leads. They provided guidelines in order to prepare for and allow people to protest and engage in protected activity.

V. **Continuation of the Antiracism Working Group – All**

The initial budget was 100K. The funds must be spent by June 2025. 50K was used for the anti-racism grant proposals and the remaining funds will need to be used to compensate a consultant for their future work on the self-study/assessment of the Academic Senate.

At the March 21 EDI meeting, members approved the [Request for Proposals \(RFP\)](#), which was then sent to the list of [recommended consultants](#) with a deadline to submit proposals of April 15, 2024. One proposal was received and a response noting future interest was received, available [here](#).

Members discussed the background of the Antiracism Working Group and the timeline to use the funds. ED Paul explained that the charge of the Antiracism Working Group had been transferred to EDI.

Chair García-Ojeda encouraged members to review the proposal that was submitted to ensure that it aligned with the RFP.

Actions:

- The EDI analyst circulated the RFP and the proposal that was received to EDI members.
- EDI members will review the proposal and submit comments on the proposed next steps by Tuesday, May 14.

VI. **Guidelines for DEI Statements in Promotion/Tenure Cases – All**

At the March 21 EDI meeting, members agreed to draft a set of guidelines for DEI self-statements in Promotion/Tenure Cases using [UC Irvine’s Guidance for Writing Inclusive Excellence Activities Statement](#) as a starting point. The goal is to have a document approved and distributed by mid-May for faculty to reference while completing their self-statements.

Members noted that they would like to add more information to the proposed draft. In addition, it was suggested that it may be beneficial to also create guidelines for faculty evaluating the DEI statements.

Members discussed the legality of requiring DEI statements. It was noted that it would be important to ensure that faculty within the Departments are on board with the rubric used in the guidelines. VC/CDO Saenz added that the language should align with the mission and values of the university, which would consequently align with the values of the students.

Action: The EDI analyst will reach out to members for additional comments on the [draft Guidelines for DEI Self-Statements in Promotion/Tenure Cases](#).

VII. Other Business

VIII. Executive Session – Voting Members

This session was for voting members only and no minutes were recorded.

There being no further business, the meeting was adjourned at 11:30am.

Attest: Marcos García-Ojeda, EDI Chair