

COMMITTEE FOR DIVERSITY AND EQUITY ANNUAL REPORT

AY 2020-2021

To the Merced Division of the Academic Senate:

The Committee for Diversity and Equity (D&E; as of June 14, 2021, the Committee for Equity, Diversity and Inclusion, or EDI) acts for the Division in all matters of equality and diversity in general, and particularly 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). Professors Jesus Sandoval-Hernandez, Chair of D&E, Carrie Menke, a member of D&E, and Josué Medellín-Azuara, Vice Chair of D&E, served as the Merced Representative and alternates, respectively, on UCAADE, and provided updates at committee meetings.

D&E held a total of 9 regular meetings and conducted some business via email with respect to its duties as outlined in UC Merced's Senate Bylaw [II.III.7](#). The committee's major actions and discussions are highlighted in this report.

Faculty Equity Advisors and Administrative Equity Advisors

Per the "[Roles and Appointment Mechanisms of Faculty Equity Advisors](#)", Faculty Equity Advisors (FEAs) are appointed to work with search committees to ensure they follow recognized best practices to help develop a diverse applicant pool. The FEAs serve as advisors to the search, helping with the search plan and evaluation criteria; they also provide advice on resources that might be shared with candidates at the time of interviews. FEAs are appointed for a two-year term by D&E, the school deans and Vice Provost for Academic Personnel (VPAP; formerly Vice Provost for the Faculty, or VPF), and undergo training to help them support their colleagues in this important task.

The AY 20-21 FEAs were:

- SNS: Professors Clarissa Nobile and Nestor Oviedo
- SOE: Professor Victor Muñoz
- SSHA: Professor Ramesh Balasubramaniam

Given that the AY 19-20 FEAs' terms ran through AY 20-21 except for one of SSHA FEAs (Tanya Golash-Boza), coupled with the significantly reduced number of faculty searches during AY 20-21, no new FEAs were appointed during AY 20-21. D&E reviewed the call for nominations of FEAs with the Associate Vice Provost for the Faculty (AVPF) Zulema Valdez and recommended minor revisions to the call for nominations in preparation for AY 21-22. The Call for Nominations of AY 21-23 FEAs was issued on July 15, 2021 with the closing date of August 16, 2021. After the issuance of the Call, EDI received a request to consider an additional duty for the SoE FEA, and held a special meeting with the SoE Executive Committee Chair on August 16, 2021. At the meeting, it was decided that the call would not be revised. The nominations will be reviewed by the AY 21-22 EDI committee members.

AVPF Valdez proposed and secured funding for the creation of Administrative Equity Advisors (AEAs). The AVPF invited D&E to review and comment on the proposed appointment of the inaugural AEA, Professor Tanya Golash-Boza, and the role and appointment mechanisms of the inaugural and future AEAs. D&E unanimously endorsed the inaugural appointment and transmitted its comments on AEAs' role and appointment mechanisms to the Senate Chair on September 28, 2020.

Senate Award – Contributions to Diversity

D&E received three nominations for the award in AY 20-21, the same number as in AY 19-20. The Award Committee noted that all the nominees' dedication to diversity, equity, inclusion, and justice were impressive.

Periodic Review Oversight Committee (PROC)

D&E's representative to PROC during AY 20-21, member Sean Malloy, updated the committee on PROC's activities at D&E's meetings.

Divisional Council Anti-Racism Senate Workgroup

D&E Chair Sandoval-Hernandez and Vice Chair Medellín-Azuara are both members of the Divisional Council's Anti-Racism Work Group, which was established on June 24, 2020, and continued its work throughout AY 20-21. D&E was invited to comment on the draft preamble to the Senate Bylaws the workgroup proposed, and issued its comments with recommended revisions to the preamble. D&E Chair and Vice Chair regularly updated members on the workgroup's activities, including the discussion of Senate's anti-racist projects, for which the Chancellor pledged \$100K.

Bylaws Review

In AY 19-20, at the invitation of the Committee on Rules and Elections, D&E reviewed its bylaws and proposed revisions, including to its membership (to include the Chief Diversity Officer) and to its name (to be changed to the Committee for Equity, Diversity and Inclusion). During AY 20-21, as laid out in the [Senate Action Plan to address Anti-Black Racism & Structural Racism](#), all Senate standing committees reviewed their bylaws. D&E consulted the Staff and Faculty of Color Association (SFCA) and the UC Merced Black Alliance (UCMBA) in its review, and received valuable comments. At the invitation of the Committee on Rules and Elections, D&E commented on, and suggested revisions to, the proposed preamble to the bylaws.

EDI Efforts in Faculty Hiring and Review Process

In AY19-20, D&E recommended, following the UCAADE recommendations and Academic Council's endorsement of the recommendations, that the use of diversity statements be considered in personnel reviews for retention/promotion at UC Merced. In AY 20-21, D&E members and guests continued to discuss how best to incorporate faculty's EDI efforts into career reviews and promotions, including the examination of the "half-step" or "step-plus" models used at some UC campuses, and a close review of systemwide academic personnel policies. D&E regularly benefited from consultation with, and updates from, AVPF Valdez on these efforts.

Campus and Systemwide Review Items

D&E opined on various campus and systemwide review items, including:

a) campus

- Proposed Revised UC Merced Animal Policy
- Academic Planning Targets
- Proposed new MAPP 025-Conflict of Commitment and Outside Professional Activities
- Proposal for the Gallo School of Management
- Proposal for Minor in Critical Race and Ethnic Studies
- Proposal for a Master's Degree Program in Data Science and Analytics
- Proposal for a Master's Degree Program in Public Health
- Draft Strategic Plan, 2021-2031
- Proposed new MAPP 016-Discipline
- Draft Academic Personnel Guidelines in light of Covid-19 Pandemic

b) systemwide

- Proposed Curtailment Program
- Proposed revisions to Senate Bylaw 360 F.8
- Proposed revisions to Universitywide Police Policies and Administrative Procedures
- Proposed Revised Presidential Policy on Native American Cultural Affiliation and Repatriation
- Report and Recommendations of the Academic Planning Council Faculty Salary Scales Task Force
- Proposed Presidential Policy for the SARS-CoV-2 (COVID-19) Vaccination Program
- Draft Presidential Campus Safety Plan

Consultations

Throughout the year, D&E consulted with the Associate Vice Provost for Faculty (AVPF) Zulema Valdez, who represented VPAP Matlock, and the Associate Chancellor and Chief Diversity Officer (AC/CDO) Dania Matos, on increasing diversity among the faculty. AVPF Valdez also consulted D&E on the work of the Faculty-Graduate Student Conflict Resolution Infrastructure (CRI) Workgroup (which D&E Vice Chair Medellín-Azuara co-chaired). AC/CDO Matos also consulted D&E on her office's various initiatives and possible collaboration with D&E.

D&E invited SFCA and UCMBA representatives to its meetings from November 2020 through March 2021 and had fruitful consultations. In March 2021, D&E member Carrie Menke became the committee's liaison with SFCA and UCMBA and updated them on D&E's activities, in lieu of SFCA and UCMBA representatives' attendance at D&E meetings.

D&E also invited Assistant EVC/Provost and Western Association of Schools and Colleges (WASC) liaison Laura Martin to its February 2021 meeting to discuss WASC's Key Indicators and its selection of "peer institutions" for UC Merced.

Respectfully submitted,

Jesus Sandoval-Hernandez, Chair and UCAADE representative (SSHA)

Josué Medellín-Azuara, Vice Chair and CRI Workgroup representative (SoE)

Danielle Edwards (SNS, Spring 2021 only)

Sora Kim (SNS, Fall 2020 only)

Sean Malloy, PROC representative (SSHA)

Carrie Menke, UCAADE alternate representative (SNS)

Suzanne Sindi (SNS)

Zulema Valdez, designee of Vice Provost for Academic Personnel, ex-officio

Fatima Paul, Senate Executive Director

Naoko Kada, Senate Senior Analyst