

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**MINUTES****Monday, February 3, 2020****I. Chair’s Report – Asmeret Asefaw Berhe**

- A. DivCo (January 22, 2020) held discussion of space planning, especially on health and behavioral science building. D&E members raised concerns about using large lecture rooms, shortage of computer labs, and suggested family-friendly accommodation for the auditorium
ACTION: Vice Chair Yen to reach out to Patti LiWang and CAPRA to ask if D&E will be given an opportunity to opine on the HSB building plans and at what point we will be invited.
- B. UCAADE (January 23, 2020): Report from teaching research group on teaching evaluation recommends that evaluations use both of the officially APM approved forms (the majority proceed with numerical scores only). President’s Post-Doc Fellowship has been successful, over 1000 applications for 30 positions. It also has opened up a question of how and who may use the list of candidates and fellows, for equity questions, as well as for recruitment.
- C. Meeting with Systemwide Senate Leadership (January 31, 2020): Concerns were expressed about one of the candidates for the president, but the Regents have the power to decide.

II. Senate Award for Contribution to Diversity

Asmeret Asefaw Berhe (SNS), Marie-Odile Fortier (ENG), and Irene Yen (SSHA) will be the Awards Committee members. Chair Berhe has a hiring rubric that can be used for the selection.

III. Faculty Equity Advisors— Asmeret Asefaw Berhe

Members discussed the plan for the meeting with FEAs in the afternoon. Members recommend suggesting the FEA Checklist as a shared tool for search chairs and FEAs to mutually assure DEIs are addressed. Asmeret met with CDO and Assistant VPF last week, was informed that the two new hires at VPF’s office will help FEAs including providing more information. D&E wants to make sure that there are no problems that become a pattern in hiring practices. D&E would recommend a representative from VPF or CDO’s office in the search, as suggested in the UCAADE report (“intervention”). Another suggestion would be to establish an evaluation procedure for the hiring practices.

IV. Consent Calendar

- A. Today’s agenda
B. [December 17 Meeting Minutes](#).
C. Hearing no objection, consent calendar was approved as presented.

V. Diversity, Equity and Inclusion in the PROC Process

Members suggest “Consistent with campus practice in hiring and evaluation in accordance with APM 210, which captures the principles of diversity, equity and inclusion, it would be ideal for the self-study template to not only document diversity, which equals identity, but instead center on equity and inclusion.” Also, DEI questions should be woven into the self-assessment, not as a separate plan form. Answer should be a narrative, only using tables and numerical data as an optional tool if groups so

choose.

ACTION: A memo to be sent to PROC taking the above comments into consideration.

VI. New Item: Systemwide Review of [Report](#) of the Working Group on Comprehensive Access

Members agreed that based on the principles that are laid out in the document, not trying to negotiate with religious hospitals further marginalizes and exacerbates the problem of shortage of hospital beds and training opportunities for medical students. Perhaps there can be a segment of hospitals where it is UC and where it is non-UC, with only a monetary agreement and shared facilities, without compromising on UC principles, including offering the communities the best care. It is especially relevant in communities like ours where there is huge shortage of trained medical professionals and facilities. It is also possible that the hospitals need the UCs, and it might be easier than anticipated to come to an agreement.

Currently, quality of care and satisfaction of care are very important in the medical world. Patients may express interest in services that the hospitals are not offering (reproductive health and end of life care). The efforts underway to take the discussion to communities, hospitals, and board members, in a face-to-face working group, is a welcome development. It would be important that the Working Group include a UC Public Health expert.

ACTION: Transmit a memo summarizing the above content.