

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)**Meeting Minutes
Monday, March 2, 2020
9:30-11:00am**

Chair Berhe called the meeting to order at 9:30AM.

I. Consultation on the proposed Endowed Chair for Diversity and Equity

Members consulted with Vice Chancellor Ed Klotzbier, Associate Vice Chancellor Sang Han, and Assistant Vice Chancellor Lisa Pollard Carlson on the possibility of creating an endowed chair for diversity and equity, following up on the conversation that D&E initiated on March 20, 2019. External Relations responded positively, in April 2019, but no meetings were held (and the contact person has since left).

Members were informed that endowed chairs are created based on donors' interests, but UCOP's matching funds create an opportunity for flexibility, allowing for an additional endowed chair for every endowed chair funded by donors. External Relations would welcome information from D&E that might motivate donors to fund diverse endowed chairs. Members pointed out that women (which seemed to be the focus of the endowed chairs that the Vice Chancellor and his staff discussed with D&E) is not the only diversity, particularly in STEM fields, as people of color and LGBTQ+ are also underrepresented. A member suggested that "social justice" (in that quality education is being brought to underrepresented students) may resonate with donors, and would also open up the possibility of endowed chair to wider disciplines. Chair Berhe thanked the guests and asked that the conversation be continued.

II. Chair's Report – Asmeret Asefaw Berhe

Chair Berhe reported on DivCo meetings on [February 3](#) and [February 19](#), where the graduate student-faculty conflict was discussed. She was concerned about the way the conversation focused on faculty welfare, and found it problematic that no consultation with students took place before the FWF-GC memo was discussed at DivCo.

III. PROC Report—Sora Kim -5 min

Member Kim reported on [January 21](#) and [February 3](#) PROC meetings. Review of Psychological Sciences had a good representation of D&E. She has been expressing her concerns about the "deficit model" of looking at students in her conversations with PROC members. At most of the meetings with the external review teams, D&E has not received its due attention in her opinion. Members suggested that this be brought up with the PROC, by requesting that D&E be allocated a block of time at meetings with external review team. (The proposed action item was to send a memo to PROC on this matter. Member Kim recommended continued discussion before issuance of a memo. Thus this item has been placed on the April 6 agenda.)

IV. Awards Committee -5 min

It was decided Irene Yen would serve as the Chair for the Awards Committee.

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V. Consultation with the Administration - 30 min

Members consulted Associate Vice Provost for Faculty (AVPF) Zulema Valdez and Chief Diversity Officer (CDO) Dania Matos on:

A. Administration's DEI Priorities

CDO Matos updated D&E on the external review of DEI initiatives at UC Merced which is under way, to complement her internal review through the Listening Tours. CDO reported that there has been a lot of collaboration with faculty, as well as VPF, in grant-writing and committee works. She would like to see more collaboration with staff. Her focus is on shifting the culture and addressing structural inequalities (in hiring and promotion).

AVPF Valdez opined that the next 2-3 years would be a good time to focus on diversity, although the FEA program has already made a good progress. The VPF focuses mainly on retention, and the AVPF focuses on hiring, but both are considering ways to reward programs that have performed well in diversity hiring. AVPF has focused her efforts on encouraging faculty to approach her with D&E concerns, and on building an inclusive community. In relation to the former, AVPF has submitted a grant, and to the latter, is advocating for spousal hiring and accommodation (such as a co-working space, which was suggested by a faculty member). Another initiative, suggested by faculty, is a scholar in residence program through UCOP, where faculty from other campuses/universities would be invited to come during sabbatical, to be mentors, with free housing on campus.

B. UCAADE Recommendations for FEA programs

Chair Berhe opened the discussion by emphasizing the need to focus on accountability, especially in light of recalcitrant pockets/units. Member Garcia added that FEAs find themselves in a precarious situation, whether to recommend canceling the hiring. CDO Matos stated that this is one of the focuses of the external review, and solicited D&E's input on how to create the infrastructure. She also reminded D&E of the nuances in the UCAADE recommendation, of "co-shared responsibility."

AVPF Valdez followed CDO Matos by reminding the meeting attendees that departments hire, independently and autonomously, and that the administration has a limited ability to influence the search. All the Deans have commitment to DEI, but are in the middle between the Administration, advocating for DEI, and some departments, pushing back on the DEI. These departments would be very unhappy with more intervention from the CDO/Deans. The hiring process has an oversight, and, in her opinion, has made an extremely positive impact in an extremely short time. That being said, there are units that are not making DEI efforts in hiring, and the CDO and VPF offices have been in discussion on at what stage they should intervene. It is a difficult process, requiring legal consultation. CDO suggested it might be possible to leverage the fact that CDO is new, to holistically address the EDI issues in hiring.

Member Kim stated that, with the grant she received from the Dean for DEI initiatives, she would try creating a hiring rubric for STEM fields. AVPF encouraged referencing the hiring rubric from Berkeley. Chair Berhe has been using it with modifications for her searches, and offered to share it with Member Kim. (AVPF shared the Berkeley version after the meeting)

adjourned, via email.) Chair pointed out that having a policy is a reflection of our values, provides a standard structure across schools and would, over time, help change the culture.

The AVPF stated that the sustainability of the FEA program hinges on finding new FEAs, which has been difficult. VPF and AVPF are meeting with the Deans to discuss the FEA programs, to garner their support, and to see where the CDO would fit in the process. And the VPF's office. Where they would be interested in having them.

Member Garcia suggested, after the administrators left, that, given the administration's support for policies being formulated based on UCAADE recommendation, D&E start drafting a policy as a committee. Chair responded by reminding all that, without the support of the administration, the policy will not be implemented.

VI. Consent Calendar : to be approved by email due to time constraints.

- A. Today's agenda
- B. February 3 [Meeting Minutes](#)

VII. Discussion Item—Space Planning in the new HSB Building - 10 min

Members discussed what might be the most effective way to have an impact on space planning, especially for consideration of the 25% of undergraduate students who are 25 and over. After some discussion, members agreed that working with the Undergraduate Council (UGC) would be the best approach.

ACTION: Vice Chair Yen will contact UGC Chair Sharping by email.

VIII. System Review Item - 15 min

- A. [A proposal from the Board of Admissions and Relations with Schools \(BOARS\)](#) to eliminate the ACT/SAT Essay Writing Test requirement for undergraduate admission—[Review](#) by Marie-Odile Fortier. Many campuses have done away with this requirement, and the review is in agreement with the proposal.

ACTION: A memo based on the review was submitted to DivCo on March 5, 2020.

- B. [The report and recommendations of the Academic Council Standardized Testing Task Force \(STTF\)](#)—[Review](#) by Jesús Sandoval-Hernandez. A portion of the task force disagreed with the timeline of the main report, especially on the point about the SAT requirement removal (without an alternative way to assess)—they recommend a longer phaseout timeline. This is a conversation ongoing at every campus, every university. There are concerns that the removal of SAT/ACT will result in GPA inflation, and will adversely affect historically underserved student populations (because more AP classes are available at more affluent schools).

ACTION: A memo based on the review was submitted to DivCo on March 5, 2020.

- C. A [proposed Presidential Policy on Gender Recognition and Lived Name](#)—[Review](#) by Humberto Garcia. It is unclear when, or if, the proposed policy would apply to transcripts and other university issued documents, and to prospective faculty/students, such as in AP Recruit, admissions, and HR. A member pointed out that the other side is that people might feel alarmed about being asked about being nonbinary, even with the option of “prefer not to state.”

ACTION: A memo based on the review was submitted to DivCo on March 16, 2020.

IX. Informational Item None.

X. New Business-[Committee on Rules and Elections' Request for Bylaws Review](#)

This item was discussed by email, and proposed revisions to the Bylaws was submitted to CRE on March 20, 2020.

There being no further business, the meeting was adjourned at 11:00AM.