

COMMITTEE FOR DIVERSITY AND EQUITY (D&E)

Meeting Minutes
Tuesday, November 26, 2019
9:30-11:00am

KL 326

Materials Available on Box: <https://ucmerced.box.com/s/oqxigaqqbm7emjs62zx7hbx964gm8b2f>

I. Chair's Report – Asmeret Asefaw Berhe - 15 min**A. Divisional Council Meetings (10/30, 11/13)**

DivCo discussed Graduate Funding Model proposed by Associate Provost for Academic Planning and Budget; Faculty Advisory Committee on Sustainability (FACS); and the proposed Resolution to Address Climate Action. Members endorsed Academic Council's statement in support of the Fair Pay to Play Act.

B. Periodic Review Oversight Committee (11/20)

D&E Member Sora Kim will represent D&E on PROC during Spring (with the exception of the 4/13 meeting. An alternate will be sought).

The EVC/Provost would also like FEAs to be involved in PROC activities. D&E recognizes the importance of ensuring a connection between FEAs and PROC and will suggest that current FEAs attend one PROC meeting each.

Chair Berhe also briefly reported on (?) the Diversity Plan Form, developed by previous D&E, to be used in program reviews, and agreed with DivCo and GC comments that narratives need to supplement the numerical or short answers that the Form requests of the reviewers.

C. December 12 Meeting of the Division

Member Jesus Sandoval-Hernandez will represent D&E at the meeting. Chair Berhe will be at a conference but will try to participate remotely.

II. Consent Calendar – 5 min**A. Today's agenda****B. October 29 Meeting Minutes**

The consent calendar was approved as presented.

III. Diversity, Equity and Inclusion in the PROC Process -35 min

Members reviewed the prompts in the self-study template. Suggested changes are incorporated in the document available [here](#). It was suggested that program/department climate be part of the assessment, as data is available at least from Graduate Student Survey.

ACTION: [A memo](#) was sent to PROC CO-Chairs on December 9, 2019, requesting that department climate information to be included in the program assessment, and how the climate might affect student success.

IV. Faculty Equity Advisors (FEAs) – Chair Berhe, Vice Chair Yen, and Member Kim - 25 min

Members discussed the need for FEAs to be able to give more concrete advice, share strategies, scenarios and ideas with search committees, and how to ensure the communication between FEAs and search committees is improved. There is currently a lack of clarity regarding the oversight structure for FEAs; thus the proposed checklist is D&E's attempt to contribute. A question was raised about data, particularly on sexual orientation. Fatima Paul volunteered to contact APO to inquire about the nature of the data reported via AP recruit. She reported back to D&E on 12/2.

Action: The [checklist](#) was shared with the FEAs in person on 12/3 during a meeting organized by the VPF office. It was subsequently emailed to the FEAs on 12/6/2019, with an accompanying [memo](#) that explained its intention and soliciting comments. FEAs are submitting comments until 12/16, to be available at D&E meeting on 12/17.

V. System Review Item

A. [Proposed Revised APM-120 , Emerita/Emeritus Titles](#)– 5 min

Proposed policy revisions include the addition of a gender inclusive title suffix; criteria for the recommendation of non-tenured Senate faculty; disqualification criteria; and a new subsection to address Deans and Faculty Administrators.

Actions:

Chair Berhe and Member Fortier agreed to serve as lead reviewers. Their comments will be discussed at the December 17 D&E meeting.

VI. New Items for Discussion at a future meeting

Member Garcia would like to discuss the inclusion of Diversity Statement for administrators who are faculty members in a future D&E meeting.

Action: D&E will meet with CDO Matos in Spring, to discuss:

- the inclusion of diversity statements in staff hiring processes.
- the role of D&E in drafting policy

Concerns were brought to the attention of Chair Berhe regarding the lack of diversity in the SSHA Dean Search Committee.

Action: Chair Berhe will reach out to the EVC/Provost to relay this concern.

There being no further business, the meeting adjourned at 10:55am.