

COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION

ANNUAL REPORT AY 2021-2022

To the Merced Division of the Academic Senate

The Committee for Equity, Diversity and Inclusion (EDI) acts for the Division in all matters of equity, diversity, and inclusion in general, and in reference to under-represented faculty populations in particular. This includes initiating, reviewing and evaluating studies, reports, policies and procedures as they relate to equity, diversity, and inclusion. EDI maintains liaison with the [University Committee on Affirmative Action, Diversity and Equity](#) (UCAADE). EDI Chair Jesus Sandoval-Hernandez served as the Merced Representative on UCAADE.

D&E held a total of 8 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.

EDI selected new Faculty Equity Advisors (FEAs) for the three schools, in consultation with School Deans and Associate Vice Provost for Faculty Zulema Valdez. The selection process prompted a conversation on how best to recruit and train FEAs. As a result of this conversation, the guiding document on the selection process and FEA duties was significantly revised and approved by the Senate on June 8, 2022. The [guidelines](#) became effective July 1, 2022.

The Chair and the Vice-Chair of EDI served on DivCo's Anti-Racism workgroup. EDI Member Carrie Menke served as Chair of the workgroup in Spring, replacing EDI Chair Jesus Sandoval-Hernandez. Membership also included the Chairs of Committee on Rules and Elections (CRE) and Graduate Council. Workgroup Chair Menke provided updates to Divisional Council on the workgroup's activities, summarized here: The Chancellor previously allocated \$100,000 to combat racism on campus. Two different initiatives emerged as a result: (i) the anti-racism mini grants program and (ii) the Senate self-assessment. A contractor will facilitate the self-assessment. The contractor will conduct one to two 45-minute training sessions with facilitators, so they have a shared understanding of the goal of self-assessment. In addition, the contractor will provide templates for surveys and interview questions. The contractor would ultimately analyze all the data and prepare a report for the Senate to review. It is anticipated that this whole process would be completed in AY 22-23.

The call for proposal for the inaugural Faculty Mini-Grants program to combat structural racism and promote a more inclusive UC campus was distributed to the campus community on April 26 with proposals due by May 20, 2022. The anti-racism workgroup reviewed proposals and selected 7. More information is available on the Senate website: https://senate.ucmerced.edu/senate_awards

EDI consulted regularly AVPF Valdez, with Interim Chief Diversity Officer (CDO) Cecil Howard in the Fall and early Spring and subsequently, with CDO Delia Saenz, who was hired in March 2022.

EDI partnered with the Chancellor's Advisory Committee on Queer Issues to advocate for filling the vacancies in the Office of Social Justice Initiatives and Identity Programs, which manages the Pride Center; and to provide necessary funds for the Lambda Alliance, a registered club and organization

A member of EDI joined the Chancellor's advisory council on Campus Climate, Culture and Inclusion.

EDI reviewed and offered comments on:

- Revised Pre-proposal for a Gallo School of Management.
- Revised Senate Regulation 478 (IGETC)
- Revised guidelines for Faculty Equity Advisors. The guidelines were put forth by AVPF Valdez.
- Presidential Policy on Affiliations with Certain Healthcare Organizations.
- Revised Presidential Policy on Abusive Conduct in the Workplace

The EDI awards subcommittee reviewed the nominations for the annual Senate Award for Contributions to Diversity.

Respectfully submitted,

Jesus Sandoval-Hernandez, Chair, School of Social Sciences, Humanities and Arts, UCAADE
representative

Josue Medellin-Azuara, Vice Chair, School of Engineering, PROC representative

Mayra Bámaca-Colbert, School of Social Sciences, Humanities and Arts

Danielle Edwards, School of Natural Sciences

Dong Li, School of Engineering

Sean Malloy, School of Social Sciences, Humanities and Arts

Carrie Menke, School of Natural Sciences (Spring 2022)

Suzanne Sindi, School of Natural Sciences

Fatima Paul, Staff