

# COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION

## ANNUAL REPORT AY 2022-2023

### **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 Carrie Menke also served as the Merced Representative on UCAADE, a member of the Divisional Council and a Chair of the Anti-Racism Work Group. She provided regular updates to the membership of EDI as relevant.

EDI 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.

### **Faculty Equity Advisors**

In response to its Call for nominations for FEAs, EDI received 3 nominations from SSHA, 1 from SNS and none from SOE. EDI Chair and Senate Director encouraged faculty to nominate their colleagues or consider self-nominations. Additional communications were sent to the Deans to encourage nominations. EDI ranked the three SSHA nominations and sent the name of the nominee to APO and the SSHA Dean. The SSHA nominee subsequently became ineligible due to their appointment as lead of an administrative unit.

At the end of the AY, an EDI member affiliated to SOE indicated that he would be willing to serve in the absence of nominations. The SSHA and APO agreed to this arrangement.

This topic will be revisited in early Fall and will include a discussion of the trainings for FEAs including the needs for the trainings to be reassessed, and the guidelines for FEAs.

### **Anti-Racism Work Group (ARWG)**

ARWG was established in 2020. The Chancellor previously allocated \$100,000 to the Senate to combat anti-racism. \$50,000 was allocated to a mini-grants program and \$50,000 was allocated for the hiring of an external consultant to help the Senate conduct its self-assessment. Per EDI's presentation to the EDI, the Chairs of CAP, CAPRA, and CoC were asked to conduct self-studies. DivCo was apprised of this activity in 2021-2022. In Spring 2021, Senate committees reviewed and proposed revisions to their respective Bylaws. The purpose of the exercise was to achieve clear and inclusive language in all Bylaws, Regulations, Policies and Procedures promulgated by the Senate, so that we can truly offer a welcoming, inclusive environment for all scholars. During AY 22-23, EDI absorbed the work of the ARWG which mainly consisted of the following:

- Review of Faculty mini-grants (completed). More information is available on the Senate website: [https://senate.ucmerced.edu/senate\\_awards](https://senate.ucmerced.edu/senate_awards)
- Senate self-assessment (pending)

Under the agreement, the consultant would 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 would provide templates for surveys and interview questions. The contractor would ultimately analyze all the data and prepare a report for the Senate to review. The Senate self-assessment could not be completed due to the resignation of the consultant in Spring. The goal for this AY is for EDI to finalize this project.

### **Equity, Justice, and Inclusive Excellence (EJIE) Associate Dean**

Dr. Yang provided an update regarding the activities of the Equity, Justice, and Inclusive Excellence (EJIE) Associate Deans. Dr. Yang encouraged EDI members to recommend qualified colleagues to apply for service. The EDI leadership requested that EDI be a part of the search committee for the Associate Deans in the future.

EDI consulted with the following campus constituents:

- VC/CDO Saenz
- Interim AVPAP Song
- Faculty Equity Advisors
- Non-Senate Academic Council Chair Iris Ruiz and MWP EDI Chair Helen Sandoval
- VPAP Hansford

EDI reviewed and offered comments on the following systemwide policies:

- Presidential Policy on Abusive Conduct
- New Presidential Policy on Anti-Discrimination
- Interim Clery Act Policy – Campus Safety and Security Reporting
- APM 210-Review and Appraisal Committees
- APM 710, Leaves of Absence/Sick Leave/Medical Leave

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

Respectfully submitted,

Carrie Menke, 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

Teamrat Ghezzehei, School of Natural Sciences (Spring 2023)

Sachin Goyal, School of Engineering

Dong Li, School of Engineering

Tyler Marghetis, School of Social Sciences, Humanities and Arts

Whitney Pirtle, School of Social Sciences, Humanities and Arts  
Suzanne Sindi, School of Natural Sciences (Fall 2022)