**Report on D&E Activities**

**AY 2019-20**

**For Asmeret**

The Committee for Diversity and Equity (D&E) acts for the Division in all matters of diversity, equality and inclusion in general, and in particular in reference to underrepresented faculty populations. This includes initiating studies and reports on campus diversity and equity, and evaluating institutional policies and procedures as they relate to equity and diversity. D&E maintains liaison with the [University Committee on Affirmative Action, Diversity and Equity](http://senate.universityofcalifornia.edu/committees/ucaade/index.html) (UCAADE).

For a complete description of D&E’s duties please see the [committee’s bylaws](https://senate.ucmerced.edu/bylaws-merced-division#p2t3s6).

1. As the committee who established the campus practice of appointing Faculty Equity Advisors (FEAs), D&E keeps abreast of updates from the FEAs. During AY 2019-20, there were five FEAs (2 each in SNS and SSHA, and one in SOE).

* On February 3, 2020, D&E met with FEAs to discuss how best to establish an accountability mechanism for ensuring that diversity goals are met in the faculty search process, including the use of the proposed FEA checklist created by D&E. Based on this meeting, D&E issued a memo, on February 27, 2020, to the VPF’s office, delineating eight recommendations for the FEA program. D&E also consulted, on March 2, 2020, with the Associate Vice Provost for Faculty Zulema Valdez, and the Associate Chancellor and Chief Diversity Officer Dania Matos, on the effectiveness of the FEA program and need for accountability mechanisms at UC Merced, in the context of the UCAADE recommendations for Equity Advisors Programs issued in August 2020.
* D&E’s pursuit for accountability in diversifying UC Merced faculty culminated in a memo to the campus administrative leadership, issued on June 15, 2020, in which D&E highlighted UCAADE recommendations, as well as recommendations from the external review team for equity, diversity and inclusion (EDI) at UC Merced, whose implementation would strengthen UC Merced’s FEA Program, and lead to more diverse faculty and administrative leadership.

1. At the request of the Divisional Council, D&E revised the “Faculty Retention Feasibility” guidelines (formerly known as the “Value to UCM Assessment”). Revisions highlighted the various non-monetary reasons why faculty separate from the university. The revised guidelines were transmitted to DivCo by D&E on October 31, 2019. D&E incorporated comments from DivCo, and submitted its final version to DivCo on January 22, 2020.
2. D&E responded to the Periodic Review Oversight Committee’s request for guidance regarding UC Merced’s priorities for diversity, equity and inclusion in the context of academic program reviews. During Fall 2019, D&E suggested revisions to PROC’s self-study template and reviewed the proposed Diversity Plan Form. In Spring 2020, D&E provided PROC with a self-study template that incorporates important elements from the Diversity Plan Form, so that the consideration of diversity, equity, and inclusion is an integral part of the self-study, rather than being addressed separately.

D&E also issued a memo on April 13, 2020, to PROC on how best to address equity, diversity and inclusion during the external review team visits. As a result, PROC issued a memo to D&E with a commitment to allocate time for discussion of EDI goals and practices during external team visits.

1. D&E continues its pursuit for recognition of the importance of Equity, Diversity and Inclusion to be reflected in resource allocations at UC Merced. D&E sent a letter to the campus administrative leadership on February 3, 2020, recognizing the important role the President’s and Chancellor’s Postdoctoral Fellowships have played in diversifying UC faculty, and recommending that the Chancellor’s Postdoctoral Fellowship be made into a regular line item in UC Merced’s annual budgets. D&E also consulted with Vice Chancellor and Chief External Relations Officer Ed Klotzbier and his staff on the possibility of establishing an Endowed Chair for Diversity and Equity on March 2, 2020.
2. During the COVID-19 emergency, D&E expressed its support for those faculty on whom a disproportionate burden fall, due to professional and/or personal circumstances. On April 20, D&E issued a memo to the Department Chairs regarding equity concerns during the COVID-19 emergency, urging them to communicate to department members that they understand and would consider the difficulty that faculty are facing in upcoming reviews.
3. In response to the Academic Council’s request for information on the use of DEI statements in faculty hiring and review processes, D&E drafted a survey of department chairs, school deans and FEAs. In its memo, issued on June 1, 2020, D&E concurred with a respondent on the need for measures to further institutionalize the values of Diversity, Equity and Inclusion on our campus to contribute to the positive impacts that DEI statements have already made. D&E also recommended, following the UCCADE recommendations and Academic Council’s endorsement of the recommendations, that their use be also considered in personnel reviews for retention/promotion at UC Merced.
4. D&E opined on various campus and systemwide review items, including:

* Proposed Revised Presidential Policy on Native American Cultural Affiliation and Repatriation
* Campus review of Senate Representation of Unit 18 faculty and Librarians Association of the University of California-Merced
* Proposed Revised APM-120, Emerita/Emeritus Titles
* Proposed Presidential Policy on Gender Recognition and Lived Name
* Review of the Working Group Report on Comprehensive Access
* A proposal from BOARS to eliminate the ACT/SAT Essay Writing Test requirement for undergraduate admission
* The Report and Recommendations of the UC Academic Council Standardized Testing Task Force