

## REPORT TO THE RIVERSIDE DIVISION

Insert date

### To Be Adopted

#### Proposed Changes to Charge of the Committee on Diversity and Equal Opportunity (Bylaw 8.6)

##### PRESENT

8.6.1 This committee consists of seven members.

8.6.2. This committee represents the Division on all matters of affirmative action and diversity in the employment of women and ethnic minorities at UCR. It conducts ~~continuous surveillance~~ for evidence of discrimination in employment practices on this campus, and, at its discretion, makes recommendations for improvement in specific practices and general policy. It further serves as a liaison between individuals experiencing problems related to affirmative action at UCR and the Division, providing, at its discretion, advice and guidance when requested.

8.6.3 This committee also represents the Division on all matters concerned with student affirmative action and diversity including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs. In this regard, the committee will promote efforts to support these students in the successful completion of their program. The committee may initiate studies and evaluations of the effects of administration and Faculty policies and practices on student affirmative action and diversity. Normally, the Chair of the divisional Committee on Diversity and Equal Opportunity will represent the Division on the University Committee on Affirmative Action and Diversity.

##### PROPOSED

8.6.1. This committee consists of seven members.

8.6.2 This committee represents the Division on all matters of affirmative action and diversity in the employment of women and ethnic minorities at UCR. It reviews information on the status of affirmative action, campus climate, and diversity ~~It conducts continuous surveillance~~ for evidence of discrimination in employment practices on this campus, and, at its discretion, makes recommendations for improvement in specific practices and general policy. It further serves as a liaison between individuals experiencing problems related to affirmative action at UCR and the Division, providing, at its discretion, advice and guidance when requested

8.6.3 This committee also represents the Division on all matters concerned with student affirmative action and diversity including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs. In this regard, the committee will promote efforts to support these students in the successful completion of their program. The committee may initiate studies and evaluations of the effects of administration and Faculty policies and practices on student affirmative action and diversity. Normally, the Chair of the divisional Committee on Diversity and Equal Opportunity will represent the Division on the University Committee on Affirmative Action and Diversity.

**Statement of Purpose and Effect:** CoDEO is concerned with the inability to conduct continuous surveillance for evidence of discrimination in employment practices on this campus. Members noted that the campus does not have a mechanism to conduct continuous surveillance and therefore proposed a slight modification to the current language. In reviewing

all other UC campus equivalent committee bylaws, CoDEO proposes such language to become more in line with its sister campuses.

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Approvals

Approved by the Committee on Diversity and Equal Opportunity

January 28, 2016

The Committee on Rules and Jurisdiction finds the wording to be consistent with the code of the Academic Senate:

(leave blank)

Received by Executive Council:

(leave blank)