

**COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION**  
**ANNUAL REPORT TO RIVERSIDE DIVISION**  
**December 3, 2019**

**To be received and placed on file:**

The Committee on Diversity, Equity, and Inclusion (CoDEI) is an important part of faculty governance and collegial responsibility in the University of California system. As a committee of the Riverside Division of the Academic Senate, CoDEI is appointed by the Senate's Committee on Committees and consists of eight members of the Division, including, the Associate Vice Chancellor for Diversity and Inclusion as non-voting ex-officio.

This committee is charged with representing the Division on all matters of diversity, equity, and Inclusion at UCR. It monitors the campus for discriminatory employment practices, retention, and for issues involving diversity and campus climate, and, at its discretion, makes recommendations for improvement in specific practices and general policy. It further serves as a liaison between individuals having concerns related to diversity, equity, and inclusion at UCR and the Division, providing, at its discretion, advice and guidance when requested. It further represents the Division on all matters concerned with student diversity, equity, and inclusion including efforts to monitor and to increase the number of students from underrepresented groups who enter undergraduate, graduate and professional programs.

In addition to reaffirming its Conflict of Interest Statement, the Committee conducted a review of its current bylaws and put forward a proposed change for Senate consideration. Members discussed the current relevance of the committee name and charge and determined them to be outdated and misleading of the committee's broader purpose. The proposed changes intended to provide a more representative committee title and committee charge, through removal of the terms "affirmative action", and "equal opportunity". Broadening the charge to all underrepresented groups and incorporating the "Equity" and "Inclusion" terms will have the effect of representing broader UCR community goals in these areas. The proposed changes were adopted and made effective at the February 26, 2019 Division meeting.

The Committee on Diversity, Equity, and Inclusion met four times during the 2018-2019 academic year and undertook the following actions:

**a. Discussions with Campus Leadership and Recommendations to the Administration to Senate. CoDEI Request for a Campus Climate Survey**

In the academic year 2016/2017 there was a marked exodus of faculty of color, women faculty, and LGBTQ faculty on campus. Unfortunately, CoDEI's request to review the reasons for these separations has not been successful due to the relatively small number of separations and the resulting concerns of lack of anonymity. Despite the lack of concrete data, we suspect that the underlying reason for these separations to be issues of campus climate. As a result, CoDEI requests that Executive Council consider launching a faculty/staff climate survey to investigate how campus climate relates to faculty retention.

***to CoC. Information Request Regarding Service Appointments***

CoDEI requests a narrative about CoC's process for appointing faculty to standing senate committees and 4-5 years of quantifiable data. A report from CoC would help CoDEI determine

the senate service loads of female and underrepresented faculty at various levels, assess the current makeup of the faculty body to determine needs for hiring appropriate candidates, and determine if there is a need for improving retention efforts. It would be helpful if the report could include the following:

- A narrative of the selection process
- Last 4-5 years of data broken down per year by campus/college/department/rank/gender
- Total pool of female and underrepresented minorities each year
- Any trends or struggles CoC has encountered in appointing members to committees (e.g. reasons for declining, other service obligations, limited faculty pool, etc.)

***to ACV-DI Mariam Lam via Senate Chair. re Campus Resource Request***

When discussing the systemwide review of the proposed revised policy on sexual violence and sexual harassment, several CoDEI members requested to obtain more information regarding the identification of UCR's non-reporting professionals who are trained and keep matters confidential. Specifically, what are UCR's available resources, how can they be accessed, how are they advertised, and what can CoDEI do to make faculty, staff, and students more aware of the information.

**b. Advice to the Academic Senate**

In keeping with its charge to make recommendations for improvement in specific practices and general policy, the Committee considered the following Campus and System-wide reviews:

***Campus Review***

- Summary White Paper on RUSD STEM High School on UCR Campus
- Appendix 7 Transfer of Program. Transfer of and Changes to the LGBT Studies Minor Program
- Proposed Regulations. 3rd Round. School of Public Policy Regulations
- Provost's Taskforce for Hybrid and Online Education Final Report
- Proposed Degree Program. 2nd Round. Masters of Science in Business Analytics (MSiBA)
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- Consultation. UCR Campus Multi-Year Framework
- Endowed Chair Proposal. Endowed Term Chair for Teaching, Research and Service in CNAS
- Proposal. 2nd Round-Medical and Health Humanities Minor
- Report Review. WASC Commission Action Letter and Report and UCR Response
- Joint Public Policy BA-MPP 5-Year Combined Degree Program
- Proposed Bylaw Change: School of Business A1-A3.1.6: Membership, Meetings, Amendments & Revisions

The Committee offered no comments on the following campus review items:

- Proposed UCR Long Term Academic Calendar
- Bylaw Appendix 5 (5.3.1 and Addition of 5.3.11)
- Thoughts on UCR Strategic Plan

***System-wide Review***

- Proposed Revised Presidential Policy on Sexual Violence and Sexual Harassment
- Executive Summary (Draft) – Report of Task Force on University Policing

- Proposed UC Transfer Admission Guarantee
- Proposed Revisions to SVSH Academic Frameworks
- Senate Regulation 636.E
- APM – 011, Academic Freedom, Protection of Professional Standards, and Responsibilities of Non-Faculty Academic Appointees
- Limited Review of Interim Policy on Responding to Immigration Enforcement Involving Patients on UC Health Facilities

The Committee offered no comments on the following system-wide review items:

- Proposed Revisions to Senate Bylaw 336
- UC Center Sacramento
- Research Grant Program Office – Current State Assessment Report

The Committee’s formal response to each issue is located on the Academic Senate website and can be found at: <http://senate.ucr.edu/about/issues/2018-2019/>

**c. Representation at System-wide Senate and the Executive Council**

CoDEI continued its active participation on the system-wide University Committee on Affirmative Action, Diversity, and Equity (UCAADE). The 2018-19 CoDEI representative was Boris Maciejovsky, who updated committee members of the issues under discussion at the statewide level. Chair Maciejovsky also represented the committee on the UCR Academic Senate’s Executive Council.

Respectfully submitted,

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 Philip Brisk  
 Brandon Brown  
 Anupama Arun Dahanukar  
 Xuan Liu  
 Collen Macnamara  
 Victoria Reyes  
 Mariam Lam, Associate Vice Chancellor for Diversity and Inclusion, *Ex-Officio*  
 Jessica Moronez, GSA Representative  
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