

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION
MINUTES
January 20, 2022

The meeting was called to order by the Chair at 11:00 a.m.

Present: Katherine Stavropoulos, Chair Austin Johnson Chia-En Chang Amir Zaki Bree Lang Chow-Yang Lee Ahmed Eldawy Mariam Lam – Vice Chancellor & Chief Diversity Officer Isabela Perez – GSA Rep.	Absent: Mufida Assaf – ASUCR Rep
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Chair Stavropoulos welcomed all members.

Chair Updates

Chair Stavropoulos shared that the Executive Council will have an additional meeting on Friday, January 21 to discuss our return to campus.

***[Guest Speaker]* Dylan Rodriguez: Senate Resolution or Memorial on Curriculum Censorship**

Guest speaker Professor Dylan Rodriguez asked the Committee to consider putting forward a resolution at the next Senate Division meeting that addresses current attacks on “critical race theory.” The attacks have minimally to do with critical race theory; rather, they are in response to critical studies of any kind.

This has been an ongoing issue in K-12 schools, though there has also been harassment of faculty and college students who engage in critical studies. Professor Rodriguez shared a resolution template from the American Studies Association (ASA) and disclosed that he is past president of the ASA. He also shared that other universities have passed resolutions like this.

There was significant discussion about Professor Rodriguez’s request. Some committee members were supportive of the idea but concerned about delving into political topics. There were also concerns about aligning with a particular political group. Other members expressed that we are already in a political environment, and as such remaining neutral is also a political act.

Professor Rodriguez expressed that he is offering this template to the Committee but it is ultimately up to the Committee to pursue this issue or not. Furthermore, the Committee should feel empowered to edit the language to suit its message.

There was also a question about broadening the language of the resolution to encompass the university’s broader mission of academic freedom. For example, the University of Chicago has a

strong statement of academic freedom that is not necessarily political. Professor Rodriguez shared that the purpose of resolutions is to respond to specific timely issues and as such, they usually are not very general.

Overall, the Committee was supportive but discussed wanting to make some changes to resolution sample language. The Committee will build off the ASA template and make any edits by Thursday, January 27. Given that many other universities have put out resolutions like this, the Committee agreed that it is important to put forward such a resolution, with a strong emphasis on historical facts rather than heavily political language.

***[Campus Review]* Proposed Change to Search Approval Workflow - Revision**

The Committee already submitted comments for this item via email. Those comments will be added to the final response memo and submitted by the deadline.

UCAADE and Executive Council update

Chair Stavropoulos shared that the Executive Council is meeting on Friday, January 21st, as well as the following Monday to discuss our return to campus. There are concerns about the compassionate clause for faculty, which some faculty feel is too stringent.

The Committee also discussed COVID-19 numbers amongst faculty, students and staff. There were concerns about returning to campus given current rates.

New Business/Open Discussion

The Committee discussed its April 2022 meeting, including its invitation to special guests Provost Liz Watkins and VPAP Dan Jeske. The Committee expressed interest in discussing equity reviews, which remain confusing for many members. Some questions posed included: What is the difference between a career review and an equity review? How can a faculty member ask for an equity review?

The Committee also discussed the need for clear guidance on preemptive retention, which is also an ambiguous process for many faculty. Some questions included: How can the process be more institutionalized and less dependent on who is department chair? How can the process be fair for all?

Vice Chancellor & Chief Diversity Officer Mariam Lam shared the UCR Guidelines for Preemptive Retention Procedures document with the Committee, which was very helpful for all.

Future meeting dates:

- April 21, 2022 - invite PEVC and VPAP to discuss salary equity process and retention efforts.
- Final meeting of the year June 23, 2022.

The next meeting is scheduled to take place on Thursday, April 21, 2022, at 10:00 am.

The meeting adjourned at 12:00 pm.