



COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

October 23, 2020

To: Jason Stajich, Chair
Riverside Division Academic Senate

From: Xuan Liu, Chair
Committee on Diversity, Equity, & Inclusion

Re: Interim COVID-Related Dependent Care Modified Duties

The Committee on Diversity, Equity, and Inclusion (CoDEI) discussed the proposal related to modified duties for COVID related dependent care. The Committee has a few questions and concerns related to Diversity, Equity, and Inclusion. In particular, the Committee has questions and concerns about the following numbered items included in the proposal (Items 5, 6, 10, and 11).

For items #5-6, there are concerns about potential inequity related to having these policies be negotiated individually on a case-by-case basis as opposed to having consistent policies across campus. These policies should not only be negotiated with individual chairs/deans, as such individual negotiations are subject to systemic bias.

For item #10, it is unclear what impact this will have on faculty leave policies. The APM notes that there will be up to 1 course reduction, which seems to disagree with the text of item #10 in the proposal.

Concerns related to item #11 were brought up in relation to service expectations/requests. Often there is a disproportionate service burden on women and minoritized groups. It is important to keep this disproportionality in mind and avoid increasing service expectations for these groups. We also discussed the importance of noting increased burdens when asking faculty members to undertake committee service (e.g. if a faculty member agrees to help offset the workload of a fellow faculty member, the faculty member who is doing more service/teaching should have less other service expectations).