

Committee on Diversity, Equity and Inclusion (CDEI)

Agenda – October 26, 2020 at 4 pm

- 1) Roll Call. A volunteer is needed to take minutes.
- 2) Strategic Action Plan comments:
 - a. **From Joan-Emma Shea**, Faculty Equity Advisor (MLPS):
 - i. I am not sure that your committee can force every faculty and staff to take diversity and equity training. At any rate, this should be brought up at faculty meeting. Ideally, everyone will just agree to comply.
 - From my (Gab's) email with DEI VC Robnett: "There are current campus-level discussions regarding mandatory DEI training for faculty and staff. In the School of Social Sciences at UCI, we implemented mandatory DEI training for our TAs. Creating such a mandate for faculty will require more discussion. As the former Associate Dean for Faculty Development and Diversity, I implemented a strong recommendation that all search committee and graduate admissions committee members attend a DEI Best Practices training session. The language was that members of these committees "must" attend. They were not required. Overall, there was a high level of attendance at the sessions.
 - ii. I completely agree that we need to deal very seriously with situations when students complain about a faculty in terms of creating a hostile and non-inclusive environment in the classroom and in the laboratory. I am however not sure that we can factor this (at this point!) into the merit review, because UCSB follows the Red Binder very strictly. It could be written into the teaching section of the letter as a serious deficiency. (I just don't know if the red binder rules allow us to officially block a promotion because of egregious behavior towards students. I believe that the university has another mechanism to deal with student complaints and to sanction faculty).
 - iii. Other departments are considering multiple Freshman tracks. We have the 1A/B/C and the 2A/B/C series, maybe we need an additional one!
 - b. **From Pierre Wiltzius**, Executive Dean, College of Letters and Science:
 - i. I will give it my full attention as soon as possible, but my first impression is very positive.
 - c. **From DEI VC Robnett**:
 - i. Your Committee's SAP recommendations are excellent.
- 3) Strategic Action Plan going forward:
 - a. Shall we make it publicly available (i.e. publish on our website)?
 - b. Where do we start?
 - i. Should we continue to work in sub-groups or as a whole group?
 - ii. Let's set some timelines and milestones.

- 4) Townhall:
 - a. There is discussion among graduate students to hold another townhall, similar to the BLM townhall this summer
 - i. I proposed that we hold it instead. Any thoughts?
 - ii. When should we hold it?
 - 5) CDEI Membership:
 - a. We need to formalize a membership process. When should we start this?
 - 6) Other questions, comments, concerns?
-

MINUTES

Start: 4:00 PM

End: 5:05 PM

- 1) **Members Present:** Gabriel Ménard, Javier Read De Alaniz, Heather Gardner, Dimagi Kottage, Phoebe Hertler, Istvan Szabo, Junru Su, Bryanna Sylvester, Olivia Hwang, Quyen Nguyen, Mattanjah de Vries, Brandon Greene,
Members Absent: Melinna Nguyen, Ziyue Zhu

Brandon Greene volunteered to take the minutes for this meeting

- 2) Strategic action plan review/response
 - a. Comments from Pierre were brief, but encouraging.
 - b. Comments from Joan-Emma Shea more extensive. Mandatory is tricky. Title IX and chemical safety training are dictated by UCOP.
 - c. Agreement from Joan on including complaints/comments in merit reviews. Unclear again how this is done? Perhaps clues from other harassment complaint handling bodies on campus. We could ask the Ombuds, Susannah Scott (chair of Academic Senate) for input as well. Gab will follow-up here.
 - d. Whistleblower hotline was discussed as were CARE and other resources. Unclear what recourse students currently have when facing hostile interactions with faculty.
 - e. Additional introductory “series” to cater to specific demographics. Study this issue and data from other schools? Coordinate with other departments?
 - f. Coordinate a response for town hall discussion.
 - g. DEI VC approval.
- 3) Strategic action plan moving forward
 - a. All members agreed to get our SAP online as soon as possible.

- b. The committee agreed that continuing to work in subgroups is more efficient. Gab will stay on top of the subgroups to coordinate unified committee goals.
 - c. Inviting Joan-Emma Shea and Susannah Scott at our next CDEI meeting was proposed in order to shed light on possible student-faculty power dynamic issues and avenues for recourse.
 - d. Subgroups will set their priority items and timelines.
 - e. Prioritize Town hall discussion.
- 4) Will schedule a tentative departmental townhall for early December.
- Full meeting agenda not covered; ended at item 4.