

## COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY Annual Report, 2021-22

To: The Academic Senate, Santa Cruz Division

The Committee on Affirmative Action and Diversity (CAAD) undertakes studies of policies and practices regarding affirmative action, diversity, and equity, makes recommendations to appropriate campus bodies, and regularly confers with other administrative units and Senate committees about a broad range of issues related to diversity, equity, and inclusion. CAAD also reviews waivers of open recruitment requests for Target of Excellence and partner/spousal requests. This report provides an overview of the issues we addressed this academic year and highlights issues we recommend for next year's CAAD.

### COMMITTEE ISSUES AND ACTIVITIES

#### I. Highlights and Campus Climate Context

This was a year that witnessed multiple shifts in teaching modalities, and CAAD was particularly concerned with how to assess any potentially disproportionate impacts of remote and hybrid instruction, as well as interrupted research, upon different constituencies. With key administrative personnel (including the Disability Resource Center director) serving in interim capacities, and with the campus awaiting the appointment of a new Vice Chancellor for Equity, Diversity and Inclusion within a recently restructured organizational context, some of the campus activities in which CAAD routinely participates have been on hold. On a positive note, CAAD observed the early implementation stages of initiatives such as the Faculty Equity Advocates program and other appointments intended to foster a more inclusive community that is accessible to everyone, including disabled and neurodiverse people. The committee consulted with other Senate bodies to offer an equity-minded approach to the broader issues that arose this year, including remote instruction; the development of fully-online courses and programs; ongoing questions about how to use and assess diversity statements in faculty recruitment and personnel actions; the worsening housing environment in Santa Cruz; and two major SUA resolutions conveying significant student concerns.

#### II. CAAD Consultations with Campus Units

- **Gina Dent, Academic Senate Equity Advocate**

The committee met with the newly established Equity Advocate on November 1, 2021 to discuss this newly created position in the Academic Senate. While CAAD is the outward facing committee, the equity advocate is primarily inward facing, working to create equity within the Academic Senate itself. The discussion focused on perceived barriers that prevent faculty from taking on greater roles in shared governance, and on shifting the campus discussion from questions of compliance toward a deeper reckoning with histories of exclusion in the academy.

- **Jody Greene, AVPTL and CP/EVC's Special Advisor on Educational Equity and Academic Success**

The committee met with Greene on January 10, 2022 to discuss possible collaborations and involvement in student success and equity initiatives, which have become increasingly visible as campus priorities. Given the urgency of learning to better measure—and then to improve—overall student success, particularly in targeted areas in STEM with distressing attrition rates, how might CAAD help faculty make their teaching more equity-minded by design, while also maintaining a sustainable workload?

- **Judith Estrada, Executive Director and interim Chief Diversity Officer**

The committee consulted with Estrada on February 7, 2022 to received updates regarding the following:

- Ongoing restructuring of the Office of Diversity, Equity and Inclusion
- Director’s efforts to catalog and centralize information about all campus initiatives related to DEI (following up on work by the 2020-21 CAAD, which produced a collaborative document with ODEI)
- Campus Inclusive Climate Council and Chancellor’s Diversity Award, historically committees that have a CAAD representative, have been suspended while restructuring and new officer recruitment is in process
- Contributions to Diversity Requirements (C2D)
- Faculty Enrichment Funds: no longer committee-selected but available

- **Juan Poblete, Jeannie Fox Tree, Needhi Bhalla and Megan Moodie, Advancing Faculty Diversity/Faculty Equity Advocates Workgroup**

To recap from the previous year’s CAAD report: the University Committee on Affirmative Action, Diversity, and Equity (UCAADE) introduced the FEA program for the UC system in 2001, but UC Santa Cruz did not have a program in place prior to the establishment of the Advancing Faculty Diversity workgroup in 2019. Their recommendations included a two-year proposal to develop and implement a faculty-led UC Santa Cruz’s FEA program. CAAD met with representatives from the FEA workgroup (funded through a UC-wide initiative along with the VPAA) to discuss its May 2021 final report, and to assess the outcomes of the workgroup as it concluded its work. CAAD requested information about the following:

- Status of recruiting candidates to the new Faculty Equity Advocates Program (recruitment began in winter 2022), and the way these FEA appointees may work in concert with the equity officers and associate deans already appointed within come academic divisions
- Possible future changes in campus training for fair hiring practices, as well as in the use of the Contributions to Diversity Rubric
- Possible impact of recommendations on APO’s Diversity Statement Guidelines

- **Graduate Division**

On March 29, 2022 the CAAD Chair and Analyst met with Lorato Anderson, newly created Director of DEI in the Graduate Division, for an informal touch-base about shared governance structures and the role of CAAD.

### **III. Participation on University Committee on Affirmative Action, Diversity, and Equity (UCAADE)**

The CAAD chair participated in 4 full-day meetings during the academic year with UCAADE, which gathers representatives from the comparable committees (many with different names) at each UC campus, under the direction this year of UCAADDE chair Daniel Widener (UCSD). Our local reports from Santa Cruz focused on the implementation of new campus safety practices and policies, on the implementation of the Faculty Equity Advisors program (see above), and on the especially severe impact at UCSC of the statewide housing crisis. These meetings provided important insights into system-wide equity, inclusion, and access challenges that were in turn shared with CAAD. In addition to regular reports from the UC academic personnel office on systemwide progress on diversity goals and from the Academic Council, the major ongoing issues discussed at UCAADE were: the state legislature’s mandate that UC funding be tied to the remediation of differences in success outcomes among different student populations; the implications of the larger campuses moving toward HSI status; the question of how many courses and potentially degree programs can be offered in an online format while maintaining UC-level educational quality and social equity in a broader sense; Academic Council recommendations on departmental political statements; and (perhaps most urgently) the two proposals for instituting ethnic studies requirements for UC admission from high school and via community college transfer (see V, below).

#### **IV. CAPM Revisions**

In 2020-21, CAAD initiated a revision to CAPM 101.000, regarding the process for requesting waivers of recruitment. The revisions made a clear distinction between waivers requested for spousal/partner hires and for Target of Excellence (TOE) hires, indicated best practices for entities making such requests, and clarified the process of appeal for denied waivers and the level of authority for such appeals. Following extensive Senate and administrative consultation, this revision went to APO for consideration in spring 2021. The CP/EVC consulted the Senate on a new proposal to streamline the review for spousal/partner hire waivers at the Divisional level, but this was ultimately rejected. The CP/EVC issued a memo on June 22, 2022 approving the revisions to CAPM 101.000 as proposed last year.

#### **V. Systemwide Policies Regarding Ethnic Studies**

Perhaps the most noteworthy and widely publicized correspondence that CAAD reviewed this year were two that involve proposed revisions to systemwide admissions policy. The California legislature recently added ethnic studies to state high school graduation requirements. In response, various working groups and committees have been examining ways to tie this recognition of the importance of this field knowledge to existing UC admissions practice. First, the committee twice reviewed Proposed Revisions to Senate Regulation 478 (which governs IGETC, the common community college transfer requirement package), as requested by BOARS. CAAD supported the development of a standalone IGETC Area 7 devoted to Ethnic Studies, suggesting an augmentation of the range of courses offered and requesting clarification of language around exceptions.

Later in the year, CAAD reviewed the proposed systemwide revision of Senate Regulation 424.A.3 (which governs high school admissions), which would add an Area “H” to the existing A-G requirements. Members expressed confidence in the detailed course criteria for the new ethnic studies requirement, which were developed by some of the most prominent ethnic studies experts in the University of California system and meet the same level of rigor expected of the A-G

requirements. They encompass the epistemological, methodological, and analytical approaches of ethnic studies while also acknowledging the inherent interdisciplinarity of the field and its attention to praxis. We are not concerned that these new requirements will place an undue burden on California high schools because 1) the new Area “H” requirement aligns with the new ethnic studies requirement for K-12 schools in California; 2) an area A-G course can be used to satisfy the Area H requirement; and 3) schools will have until 2030 to develop eligible courses if necessary. If finalized, 478 and 424 will create greater curricular alignment between high schools, community colleges, CSUs, and UCs.

CAAD applauds the recognition of ethnic studies as an essential element of the intellectual foundation that is expected of incoming University of California undergraduates. In light of these detailed and state of the art descriptions of Ethnic Studies courses, CAAD wonders whether it might be time for a review of the framing and/or the application of the campus’s own [General Education requirement in Ethnicity and Race](#).

## VI. Subcommittee Work

- *Employee Housing Subcommittee*

A CAAD representative participated in the Employee Housing Subcommittee. Potential sites for on-campus housing development were discussed and the financial implications for employees were analyzed. The CAAD representative raised the questions as to whether staff employees will have equal opportunity to future housing as academic personnel, and what programs will be in place to help financially-disadvantaged employees to afford housing. The Subcommittee recommended continued engagement with UCOP on supporting additional financing opportunities for all employees (both staff and faculty).

- *Implementation Task Force for Inclusive Excellence in Graduate Education*

CAAD participated in the Student Success and Well-Being (SSWB) subcommittee of the Implementation Task Force for Inclusive Excellence in Graduate Education. The SSWB subcommittee met biweekly from March-June 2022 to assess existing professional development programming, mental health and wellbeing resources, and guidelines and best practices for faculty mentoring of graduate students on the UCSC campus. Through on-campus and UC-wide consultations, internal and external data gathering, and brainstorming, the subcommittee has established a clear set of next steps for improving campus resources to support graduate student success and well-being. The work of this subcommittee will continue through fall 2022.

- *Ombuds Office*

A CAAD representative met with the external review committee tasked with making recommendations about whether UCSC should re-establish an Ombuds Office.

- *MLK Convocation:*

CAAD participated in the organizing committee for the 38th Annual MLK Convocation on February 23, 2022. The committee extended a speaker invitation to critical race science and technology studies scholar Ruha Benjamin (Princeton University). Due to the ongoing COVID-pandemic, the MLK convocation was once again held over Zoom. UCSC Professor of History David H. Anthony III moderated the event, which began with a performance by the African American Theater and Arts Troupe, a reflection from Reverend

Deborah Johnson, and a video commemorating the Tony Hill Award. Dr. Benjamin then gave a talk based on her book *Race after Technology*, about how new technological tools are entangled with the reproduction of racisms. This presentation was followed by a dialogue with UCSC Associate Professor of Sociology and Critical Race & Ethnic Studies Camilla Hawthorne. In addition, prior to the convocation, Dr. Benjamin met over Zoom with UCSC undergraduate and graduate students to talk about technology and racial justice.

## VII. Correspondence

This academic year, CAAD issued correspondence on 36 requests. Below is a summary recap of that correspondence.

### *Systemwide*

- Proposed Revision to Senate Regulation 478 (IGETC Ethnic Studies Area Requirement)
- Presidential Policy on Sexual Violence and Sexual Harassment Proposed Revisions
- Proposed Presidential Policy on Abusive Conduct and Bullying in Workplace
- Proposed Revised APM -759, Leave of Absence/Other Leaves Without Pay
- 2nd Review of Senate Regulation 478 (IGETC Ethnic Studies Area Requirement)
- Recommendations for Department Political Statements
- Proposed Revisions to Senate Regulation 424.A.3 (High School Admission A-G Ethnic Studies Area Requirement)
- Supplement to Military Pay
- Proposed Presidential Policy on Affiliations with Certain Healthcare Organizations

### *Divisional*

- CP/EVC's Pilot Support Structures for Free Speech and Protest Review
- BSOE Reshaping Proposal
- DRC's Request for Faculty Feedback on Accommodate Faculty Notification Options
- WASC/WSCUC Reaccreditation
- DRC Request Access to Canvas
- VPAA's Proposed Remote Work Guidelines for Senate Faculty
- VPDUE's Academic Integrity Policy
- iVPGE's Request for Feedback on Proposed International Center
- CP/EVC's Revised CAPM 101
- Summer Campus Initiative Executive Summary
- CCI Request re Equity and Access for Online Courses
- Review of Proposed Revisions to CAPM 512.280 (Adjunct Professor Series)
- BSOE Admission and Diploma Proposal
- CP/EVC's Sea Change Bronze Award and Action Plan
- COT DRC FAQ Request
- Proposed Faculty Salary Equity Program for 2022
- CP/EVC Request for Proposed Housing Allowance for Provost Housing

In addition, CAAD reviewed 12 waivers of open recruitment proposals (Target of Excellence and Spousal/Domestic Partner proposals), including 3 that arrived in summer 2022.<sup>1</sup>

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<sup>1</sup> 2020-21 (6), 2019-20 (5), 2018-19 (3) proposals were reviewed by CAAD.

### **VIII. Potential CAAD Name Change**

Noting that the comparable committees at other UC campuses have shifted toward the language of equity and inclusion (i.e. “Committee on Diversity, Equity, and Inclusion”), and considering that the name of the aligned campus office is similar, the committee considered whether it should consider bringing a name change request to the Senate. The Chair and Analyst undertook a census of what comparable UC campuses call their committee, the composition of those committees, and the frequency of their meeting. This study found that UCSC’s CAAD meets more frequently than those at other campuses, but does not include a non-Senate faculty representative as two other campus bodies do. After discussion, the committee declined to pursue a name change at this time, noting that it evokes a specific history.

### **IX. Considerations for 2022-23 CAAD**

- Consult with incoming VCDEI/CDO on replacement structures for the former campus climate committee, as well as awards and events committees. How can this office best engage with CAAD and other faculty governance bodies?
- Consult with the Senate Faculty Equity Advocate, and other leaders to address the persistent lack of a representative from BSOE on this committee despite efforts from COC to include one. Consider adding a NSF representative with appropriate compensation, in line with the two other comparable UC committees that include one.
- Consider consulting with Associate Deans of Equity in Social Sciences and Physical and Biological Sciences to explore further possibilities for collaboration. Consider the potential development of comparable positions in other divisions as appropriate, given the development of the Faculty Equity Advisor program.
  - Physical and Biological Sciences Division: [Christina Ravelo](#), Associate Dean of Diversity, Equity & Inclusion
  - Social Sciences: [Judit Moschkovich](#), Equity Advisor for Social Sciences
- Continue to monitor and consult on the launching of Faculty Equity Advisors at UC Santa Cruz, in collaboration with the VPAA’s office.
- In consultation with VCDEI, Senate Faculty Equity Advocate, and FEAs, consider offering revisions to the Rubric to Assess Candidate Contributions to Diversity, Equity and Inclusion from the VPAA office.
- Consult further with the Graduate Council and the Graduate Division on equity issues for graduate students.
- Consider a research study on inequities in salary and compensation for those who have built their careers at UC Santa Cruz (known as the “loyalty penalty”); research the impact of the career equity review and, if possible, determine if minoritized faculty are pursuing this option.
- Interface with the new Director of the Disability Resource Center to establish faculty liaisons.

CAAD wishes especially to thank those undergraduate and graduate students who consulted with and informed their respective member-representatives, as well as our Committee Analyst Rebecca Hurdis.

Respectfully Submitted;

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