

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

Annual Report, 2023-24

To: The Academic Senate, Santa Cruz Division

The Committee on Diversity, Equity, and Inclusion (CODEI) undertakes studies of policies and practices regarding equity, fair hiring, and diversity; 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. CODEI reviews waivers of open recruitment requests for Target of Excellence and partner/spousal hire requests. This report provides an overview of the issues the committee addressed this academic year and highlights recommendations for next year's CODEI.

COMMITTEE ISSUES AND ACTIVITIES

This year, CODEI continued to focus on working with and assessing the effectiveness of recently implemented structures for improving diversity, equity, inclusion, and access on campus. These include the appointment of Associate Deans for DEI in each division and the third year of a fully implemented Faculty Equity Advocates (FEA) program. The committee continued to consult with the Senate Equity Advocate, Kimberly Lau, and Vice Chancellor of Diversity, Equity, and Inclusion (VCDEI) Anju Reejhsinghani.

I. Update Committee Charge

The proposal to change the committee's name from the Committee of Affirmative Action and Diversity (CAAD) to CODEI went before the Senate on May 24, 2023. Following the Senate meeting, an electronic ballot circulated to Senate members and the Senate overwhelmingly voted in favor of the proposed name change. Effective July 1, 2023, CAAD became known as CODEI and its charge was updated accordingly, in 2023-24.

Informed by the 2022-23 recommendation from the Committee on Rules, Jurisdiction, and Elections (CRJE), this past fall CODEI put forth revised language in the committee charge to better align our Senate committee with campus diversity, equity, and inclusion institutional priorities and goals. Additionally, removing the term "affirmative action" and adding "equity" and "inclusion" updates institutional commitments to marginalized communities across multiple areas, including race, gender, sexuality, and able-ism. These changes also align UC Santa Cruz practices with precedents set at other UC campuses including UC Los Angeles and UC Riverside. UC Davis remains the only campus who still includes Affirmative Action in their Academic Senate committee name. Reducing student representation from three to two also aligns this committee with other Senate committees and ensures a more workable composition for this small committee. The amendment passed.

II. CODEI Consultations with Campus Units

A. Kimberly Lau, Senate Equity Advocate

CODEI was fortunate to have standing meetings with the Senate Equity Advocate (SEA) Kimberly Lau in her first year in this Senate position. SEA Lau met with the committee as

a whole and with Chair Arredondo several times each quarter, throughout the academic year. SEA Lau advised CODEI on specific Senate processes regarding revising and updating the committee charge, and partnered on key items such as CODEI's longstanding efforts to develop a campus-wide mapping of DEI resources. Additionally, it included our new efforts to address how administrative changes to FTEs on our campus will impact access to the UC Presidential Postdoctoral Fellowship Program (PPFP) hiring incentive plan. SEA Lau and Chair Arredondo consulted twice with SEC about our preliminary proposals regarding PPFP processes on our campus, and we received helpful feedback for revisions which we discussed with CODEI. At least once per quarter, Chair Arredondo, SEA Lau, and Analyst Hurdis met together with representatives from other Senate committees to discuss specific issues relevant to CODEI and other Senate committees, including the committees of Faculty Welfare (CFW), Academic Personnel (CAP), and Career Advising (CCA).

B. Anju Reejhsinghani, Vice Chancellor of Diversity, Equity, and Inclusion (VCDEI)

The CODEI committee met twice this year with Vice Chancellor of Diversity, Equity, and Inclusion Anju Reejhsinghani, on March 11, 2024 and June 3, 2024. In our pre-consultation memo of March 5, 2024, we asked about ways CODEI could collaborate with the Vice Chancellor in building institutional structures to support students and faculty. We asked: How can the Office of Diversity, Equity, and Inclusion (ODEI) play a role in raising the visibility of DEI resources on campus, and especially website information and reporting structures for Title VI issues? Finally, we hoped to learn more about how the Associate Deans of DEI are selected, compensated, and charged with unique duties in different divisions. In our meeting of March 11, 2024, Vice Chancellor Reejhsinghani offered updates about a number of our concerns, specifically regarding ODEI's developments in staffing and the website, the *Leading the Change* initiatives, and UC one-time funding for leadership training and development for instructors, staff and students. The committee was encouraged that Vice Chancellor Reejhsinghani and ODEI is working to develop important programs; we recognized that they are still nascent, and we hope to see them flourish in the future.

Several of our questions were left unanswered, however, so we returned to them in our pre-consultation memo of May 15, in which we reiterated our interest in hearing a report back on the spring retreat of the Associate Deans of DEI, updates about local and UC-wide DEI training for faculty and students, and whether suggestions made in June of 2023 for the ODEI website and Title VI reporting had been considered. In our meeting of June 3, we were encouraged to hear back about the spring retreat of the Associate Deans of DEI in which many issues about which we had questions were discussed, including (variable) compensation, resources, expectations and deliverables. We were pleased to hear that an equitable open call for Associate Dean positions is supported across the board (not only for ADs of DEI). We suggested Vice Chancellor Reejhsinghani have the ODEI conduct a short survey with the Associate Deans of DEIs this summer (either through Qualtrics or exit conversations) to assess their experiences, needs, and suggestions moving forward. We were also informed that staff roles, including managerial and administrative positions would be revised to better support ODEI needs. ODEI will also be developing a visible, organized flowchart mapping equity resources via an updated website by the end of the

summer. In addition, Vice Chancellor Reejhsinghani reported that ODEI has secured one-time UCOP funding to develop a series of asynchronous and synchronous DEI training resources. Overall, we were pleased to hear back on many issues of mutual concern, and look forward to supporting Vice Chancellor Reejhsinghani in implementing these strategies.

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

The CODEI chair participated in four full-day meetings during the academic year with UCAADE, which gathers representatives from the comparable committees at each UC campus (many with different names), under the direction this year of UCAADE chair Jen Burney (UCSD). Our local reports from Santa Cruz focused on the implementation of the Faculty Equity Advisors (FEA) program, campus climate, and the especially severe impact at UC Santa Cruz of the statewide housing crisis. Staff numbers and compensation continue to be a shared concern across the system, and housing remains a major barrier to hiring and retaining staff and faculty. These meetings provided important insights into system-wide equity, inclusion, and access challenges that were in turn shared with CODEI. Information was shared about differential campus impacts of the protests and encampments related to events in Gaza and the subsequent UAW strike.

UCAADE consulted with Doug Haynes, VP for Academic Personnel and Programs, to review the UC's stepped-up investments in programs like the Faculty Diversity Awards and Advancing Faculty Diversity Initiative. Program effectiveness evaluations are underway. In addition to regular reports from Academic Council Chair James Steintrager, UCAADE met with Director of the President's Postdoctoral Fellowship Program Mark Lawson and received updated data about the successes of the program: not only did the vast majority of Fellows move on to tenure-track jobs, but considerably more UCPPD hires have been retained after tenure than is the average for faculty from underrepresented groups. UC committed significant new funds toward maintaining this program for several years going forward.

Other major issues discussed at UCAADE were the following: (1) the ongoing implementation of proposals for instituting ethnic studies requirements for UC admission from high school and via community college transfer; (2) continuing to monitor for differential research and teaching impacts of Covid among different faculty constituencies; (3) noting that the Advancing Faculty Diversity initiatives were not widely publicized across the UC system, including at UC Santa Cruz; and (4) continuing to share information and monitor UC-wide and campus-specific policing strategies.

IV. President's Postdoctoral Fellowship Program (PPFP)

In response to recent administrative changes that centralized all FTE in the office of the EVC, and in keeping with campus and system-wide goals to diversify the faculty, CODEI and SEA Lau took the initiative to review the implications of UCSC's centralization of FTE for the PPFP hiring incentives from UCOP. We reviewed the past ten years of PPFP hiring processes on our campus and assessed equity of distribution across divisions and departments. CODEI drafted two potential processes for our campus to continue benefiting from this program, and developed two flowcharts intended to align the PPFP process with existing broader hiring practices across the campus.

Notably, when ranked by campus size, UC Santa Cruz has hired the highest number of President's Postdoctoral Fellows, although UC Irvine has hired the highest total number. CODEI and SEA Lau consulted twice with SEC regarding our preliminary proposals and received valuable feedback. We will be revising these initial proposals in AY 24-25, again in consultation with SEC.

V. CAP and CODEI Collaboration: Recommendations for DEI in Personnel Reviews

At CAP's invitation, CODEI partnered with CAP to address longstanding faculty concerns regarding assessing their contributions to diversity, equity and inclusion in personnel reviews, specifically in their personal statements. Together, the chairs of CODEI and CAP met three times, and reviewed and revised existing statements to clarify best practices for faculty candidates and for department chairs tasked with personnel reviews. These revised documents, "CAP's Top Ten Tips for Faculty Preparing Personnel Files (2024)" and "CAP's Top Tips for Department Chairs (2024)" are posted on CAP's website and CODEI has linked to them from our website.¹

VI. CODEI and CFW: Family Friendly Recommendations

VPAA Lee approached CFW with a request to develop family friendly recommendations for department chairs. CFW Chair Sher in turn invited CODEI Chair Arredondo to consider partnering in responding to this request. Both committees discussed what form such a set of guidelines should take (e.g. best practices, guidelines, policy, etc.), and consulted with VPAA Lee. Together we agreed to develop guidelines. If those prove insufficient, then we agreed to revisit the need for creating relevant policy. CODEI recommended, and CFW agreed, to a process led by CFW. Accordingly, CFW will be drafting a proposed set of guidelines in AY 24-25 which CODEI will be reviewing and offering feedback on. Once finalized, CODEI will help to distribute and raise visibility of this resource for department chairs.

VII. Subcommittee Work

MLK Convocation

CODEI participated in the organizing committee led by Diversity, Equity, and Inclusion Vice Chancellor Reejhsinghani for the 39th Annual MLK Convocation, held at the Santa Cruz Civic Auditorium on February 21, 2024. The committee chose to hold events over a few days in January and February (to celebrate Black History Month), which included: convocation speaker (keynote event) in early February, community engagement, and student engagement. The convocation speaker was Bryant Terry, who is a Bay Area artist, publisher, and author who works in food justice activism. He has received a James Beard Award, an NAACP Image Award, and an Art of Eating Prize. Mr. Terry's most recent book, *Black Food*, received widespread praise and was hailed as the most critically acclaimed American cookbook of 2021. Mr. Terry met with faculty and students on the day of the keynote, and students were able to attend a student-only multimedia event where Mr. Terry led them through preparation of a meal. The community engagement activities included making wellness kits to be distributed by local nonprofits, and participation in the MLK march in Santa Cruz.

¹ [CAP's Top Ten Tips for Faculty Preparing Personnel Files \(01-05-2024\)](#) & [CAP's Top Tips for Department Chairs \(01-05-2024\)](#)

VIII. Correspondence

This academic year, CODEI issued correspondence on 16 requests. Below is a summary recap of that correspondence.

Systemwide

- Proposed Revisions to Senate Bylaw 55: Departmental Voting Rights (November 2023)
- Systemwide Senate Review Proposed Regents Policy on Use of University Administrative Websites (March 2024)
- Regents Policy on Public and Discretionary Statements by Academic Units (April 2024)
- Second Review of Proposed Senate Regulation 424.A.3 (Area H) (May 2024)
- Final report of the University of California Systemwide Advisory Workgroup on Students with Disabilities (May 2024)
- Proposed Academic Senate Statement on UC Quality (April 2024)

Divisional

- Formal Review of Proposed Revision to CAPM 100.500 and Establishment of New CAPM 103.500 (October 2023)
- Request for Review: Revisions to the Death Policy & Procedures (November 2023)
- Leading the Change Strategic Plan Final Report (December 2023)
- Implementing Procedures for UC's Abusive Conduct in the Workplace Policy (January 2024)
- CEP: Request to Review ADA Compliance Officers request for DRC Access to Canvas (April 2024)
- Equity Concerns (May 2024)

In addition, CODEI reviewed five waivers of open recruitment proposals (four spousal/domestic partner proposals and one target of excellence).

We continue to note with concern the administration's decisions to approve numerous waivers of open recruitment. We also note that some such approvals come despite careful assessments and recommendations from CODEI. We are especially concerned that the administration is agreeing to divisional appointments, even for untenured faculty. Our assessments follow the criteria stated in the CAPM 101.000. We approved four of five waivers in 2023-24 but some of the approvals came with serious concerns, which we expressed clearly in our assessments. We understand our role is advisory, but we wish to note our concerns in this annual report about this discrepancy in approving waivers.

IX. Considerations for 2024-25 CODEI

- Continue collaboration with CFW and VPAA Lee regarding guidelines for department chairs in support of building more family-friendly practices for faculty and staff on our campus.
- Continue collaboration with CCA and SEA Lau in how to provide better institutional support for BIPOC faculty and their invisible workload.
- Continue partnership with SEA Lau and SEC to further our proposals for PFPF hiring incentives, and to ensure better transparency and equity amongst the divisions and departments.

- Continue to collaborate with VCDEI on efforts to streamline, highlight and publicize DEI efforts on campus, including coordinating efforts of Associate Deans of DEI and divisional Faculty Equity Advocates (FEAs). In CODEI consultations with Associate Deans of DEI, both in AY22-23 and AY23-24, they noted a variety of ongoing concerns, including the need for designated staff support to help carry out plans and the need to train Department Program Managers as equity partners in DEI activities and reporting. Several reported a need for guidelines on their responsibilities, as they spent inordinate amounts of time on individual grievances that did not allow them to focus on larger DEI issues. Also, noting that CODEI/CAAD had representation in the past on the DEI office's committee for considering funding requests, CODEI has not been involved for the past three years as the VCDEI office completes its restructuring. The CODEI chair will monitor that CODEI has representation on appropriate committees.
- Invite the chair of the Faculty Equity Advisors (FEAs) to a CODEI meeting to determine ways to collaborate. Learn about what they are doing and about the effectiveness of the program. Review the training materials for FEAs (sent by VPAA Lee in spring 2023) and any updated materials to obtain a better understanding of the two-year rotation and recruitment for FEAs.
- Assess the needs of disabled faculty and their access to equitable accommodations to determine an appropriate plan of action in collaboration with appropriate campus units. This has become an especially notable concern for disabled faculty since the arrival of COVID and subsequent addition of accommodation needs.

CODEI wishes to especially thank the undergraduate and graduate student representatives who consulted with and informed their respective member-representatives, as well as our incomparable Committee Analyst Rebecca Hurdis.

Respectfully Submitted,

COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION

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