

COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

Annual Report 2020-21

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

I. Revisions to CAPM 101.000 - Waiver of Open Recruitment for Senate Faculty Positions

During the entire academic year, chair Falcón has been the lead convener of revising the CAPM (Campus Academic Personnel Manual) 101.000 with the goal of having done the required consultations with senate committees, Senate Executive Committee (SEC), and administration, specifically the Campus Provost and Executive Vice Chancellor (CP/EVC) and the Vice Provost for Academic Affairs (VPAA). In partnership with the chairs of the Committee on Academic Personal (CAP) Chair Junko Ito and the Committee on Planning and Budget (CPB) Chair Dard Neuman, the chairs participated in several meetings to offer suggested revisions to CAPM 100.000 that best reflected our respective committees' charges as well as our own experience and ideas with these waiver requests to ensure further transparency in the process. In general, our collective view is that even though the university has been able to secure excellent appointments through the waiver of recruitment process in the past, there have been needless delays and additional staff time spent on processing these waivers that could be avoided with improved language and a clearer separation of the TOE and spousal/domestic partner waiver of recruitment requests. The chairs consulted with Senate Executive Committee (SEC) on January 5, 2021 and February 9, 2021 to inform them of our efforts and extended an invitation for other chairs to collaborate with us. No other senate chairs volunteered to join at that time.

After undergoing several reviews that eventually produced a redline document, the chairs of CAAD, CPB, and CAP shared this document with our committees, SEC, VPAA Lee, and CP/EVC Kletzer for preliminary assessment at the end of Winter quarter or early Spring quarter. Our objective was to ensure we were engaging the various stakeholders early and transparently. We then met with VPAA Lee and CP/EVC Kletzer on April 26, 2021 to discuss two possible policy changes that became apparent in our consultation process and needed discussion with administration. Even though the proposed text changes to CAPM 101.000 were largely for purposes of clarity, two matters were actually additions to existing policy that had not been considered before we started this process. These two included: (1) more explicit indication that a waiver request could be denied and that an appeal process to that denial would not be feasible as it would be in contradiction of the time sensitivity that is part of these requests and (2) clarity on how these requests should be funded (centrally and/or by division).

At the April 26, 2021 SEC meeting, a discussion ensued about the process of moving forward as all consultations had occurred. The next step is to transmit these changes to the Academic Personnel Office (APO) which will prepare the CAPM changes for campus review and feedback. Based on that meeting, this process should occur either in the summer or Fall 2021 and will be open for campus input for several weeks. Pending that review, the anticipated official adoption of these CAPM changes will either occur in Fall 2021 or Winter 2022.

II. CAAD Consultations with Campus Units

- **CITL Director and Associate Vice Provost for Teaching and Learning Jody Greene**
On January 25, 2021, Associate Vice Provost for Teaching and Learning (AVPTL) Greene discussed the ongoing work around equity work for faculty and instructors at Center for Innovations in Teaching and Learning (CITL) with the implementation of a new dashboard system (IRAPS) and the recent hiring of a STEM equity analyst. In addition to working with departments in developing Program Learning Outcomes (PLOs), AVPTL Greene also discussed the implementation of equity score cards to help departments support faculty in changing pedagogical practices campuswide.
- **Vice Provost for Academic Affairs Herbert Lee**
The committee met with VPAA Lee on February 22, 2021 to discuss the following matters: the move towards online degrees/programs, Faculty Equity Advisors, and COVID-19's impact on equity and faculty welfare. We were unable to get to two additional matters during our consultation: the UCSC Rubric to Assess Candidate Contributions to Diversity, Equity and Inclusion and VPAA office's definition of "diversity." We submitted a post-consultation memo on March 16, 2021 and received a response from VPAA Lee on April 9, 2021. We selected these topics for discussion as CAAD has had an ongoing concern with the use of equity as the rationale for expanding online education in general to degrees and programs; that UC Santa Cruz is one of two campuses that had opted to not participate in the UC Faculty Equity Advisors program in 2017-18 AY; and how the VPAA's office was responding to equity and faculty welfare issues during the ongoing pandemic. The other two matters around the Diversity, Equity and Inclusion (DEI) rubric and the definition of diversity stemmed from an interest in offering feedback to the rubric and in determining how to advance a better shared understanding of the meaning of diversity as it pertains to equity, inclusion, and justice, as its use is very uneven across divisions. Due to a shortage of time, CAAD provided brief feedback on the need to include diversity and equity definitions as part of the rubric. Next year's CAAD may choose to delve further into the rubric.
- **Interim Vice Chancellor for the Division of Student Affairs Jennifer Baszile**
On March 8, 2021, CAAD had a consultation with the Interim Vice Chancellor for the Division of Student Affairs (iVCSA) to discuss the mental health needs of students of color and how they are being met on campus during these challenging times. In an October 2020 meeting, CP/EVC Kletzer indicated that the campus is committed to improving services in this area and that some COVID-19 funding would be going towards meeting the mental health needs of students of color. iVCSA discussed how the campus is doing in responding to the mental health needs of students of color as well as ways in which CAAD might be

able to support this objective that aligns with our committee's charge. Specifically, she explained how UCSC is taking advantage of resources from [The Steve Fund](#)¹, which has released a set of recommendations focused on promoting the mental and emotional health and well-being of students of color in the midst of the COVID-19 pandemic. Additionally, iVCSA discussed a partnership with the Foundation for Arts & Healing's [UnLonely Project](#)². She also touched on efforts to revitalize the [UCSC Quarry Amphitheatre](#)³ as a physical and virtual space for community-building among students. CAAD was pleased to see that iVCSA and her team are working with an expansive understanding of mental health that takes seriously the emotional well-being of students of color on our campus.

- **Committee on Committees Chair Micah Perks**

CAAD met and consulted with Committee on Committees (COC) Chair Micah Perks, to discuss a new proposal for a Senate Equity Advocate position at the Senate level. This new position, now called the Academic Senate Equity Advocate, comes with a one-course release annually and will coordinate with CAAD, COC, Senate Leadership and SEC to create and oversee initiatives that enhance representation across the senate and improve the overall campus climate. The equity advocate will work to raise issues of social justice and equity on committees, act as a resource for the Senate on issues of social justice and equity and do outreach to underrepresented faculty. A related goal of the Social Justice and Equity Senate Officer position is to better understand any issues of concern from underrepresented faculty and to help bring those concerns to the Senate. While the Committee on Affirmative Action and Diversity is an outward-facing committee, the equity advocate will be primarily inward-facing and working to create equity within the Academic Senate itself. This position has been approved and an application for this position has been distributed with a May 15, 2021 deadline. This new position is expected to be a point person for CAAD. Note that this proposal differs from the Faculty Equity Advisors proposal discussed in the section below.

- **Advancing Faculty Diversity Workgroup Chair Megan Moodie regarding Faculty Equity Advisors**

CAAD met with Megan Moodie, Chair of the UCSC [Advancing Faculty Diversity \(AFD\) Workgroup](#) to consult about the establishment of Faculty Equity Advisors (FEA) at UCSC. The AFD workgroup was established due to the pressing need to address equity at different levels of campus life due to the discrepancies of under-representation of minoritized faculty at UCSC. The AFD workgroup is comprised of eight UCSC faculty members working with five UC Merced faculty members charged with reviewing the literature on faculty research about inclusive faculty hiring, disseminating findings and best practices across campus, developing rubrics for assessing other parts of applications and producing new fair hiring training for search committees.

Megan Moodie and CAAD/AFD member (John Jota Leños) noted that AFD took on the additional work of establishing an FEA program at UCSC, one of the only UC campuses without such a program. The AFD workgroup is currently developing a two-year proposal

¹ <https://www.stevfund.org/>

² <https://www.artandhealing.org/unlonely-home/>

³ <https://quarry.ucsc.edu/>

to fund and support the implementation of the FEA program at UC Santa Cruz to define the full responsibilities of Equity Advocates and outline how equity advisors would be trained and supported at UC Santa Cruz. The establishment of FEA at UC Santa Cruz would substantially aid in the productivity, well-being, and sense of belonging of minoritized faculty on campus and align UC Santa Cruz with other UC campuses. Previous CAAD records indicate that CAAD had mixed support for FEA but with a new CAAD, new commitment from UCAADE to meet their goal of all UC campuses having an FEA program by AY 2020-21, and a willingness by campus administration to relook at the program, this appears to be moving forward. CAAD submitted a letter of endorsement to Dr. Moodie on April 23, 2021.

- **Working Group on COVID-19 Guidelines for Faculty Personnel Reviews**

The CAAD chair participated in several working group meetings to provide [updated guidelines for the campus on faculty personnel reviews](#), recognizing how much faculty research has been impacted by the COVID-19 pandemic. The chair offered feedback to the document that would align with the goals of equity and inclusion, acknowledging this disproportionate impact of the pandemic on faculty with young children, with disabilities, and with other care-taking responsibilities. The chair proposed language that would ensure “equity and excellence” were viewed as co-constitutive and supported efforts to clarify the inclusion of a COVID-19 impact statement that did not create an additional burden on faculty.

III. COVID-19: Impact on Equity, and Proposed Budget Cuts

The ongoing COVID-19 pandemic has profoundly affected all students, faculty, and staff at UC Santa Cruz since its arrival in California in Spring 2020. Unfortunately, COVID-19 has seriously exacerbated a number of pre-existing inequities in our community by disproportionately impacting people who were disadvantaged prior to COVID-19. This includes, but is not limited to, people with disabilities, mental health challenges, and/or other medical conditions, caregivers, women, people of color, and working-class members of our community.

It is important to recognize that COVID-19 will have long-term consequences for student success, as well as the career advancement of faculty and staff. These consequences are likely to persist for years to come. In more general terms, COVID-19 will have lasting impacts on the simple well-being of everyone at UC Santa Cruz. With the imminent return of in-person instruction in Fall 2021, we must resist the notion that our situation on campus will be "normal" in the next academic year. It will not. Students, faculty, and staff will continue to deal with fallout from the COVID-19 pandemic for at least the next few years. The inequities which have sharpened over the last 14-16 months will persist as well. The University should therefore take an active role in mitigating the disproportionately negative effect of COVID-19 on people and groups who were already disadvantaged prior to the pandemic itself. They should give serious thought to a meaningful re-entry that does not add more harm on our campus.

The experience of remote teaching during the COVID pandemic has contributed to our ongoing skepticism over the online undergraduate degree programs which have been proposed during the past academic year. CAAD appreciates the distinction between temporary remote teaching, online courses, and fully online degrees. Still, CAAD remains conflicted about this turn to online

education, in all its forms. According to VPAA Herbie Lee, a central rationale for the development of these online degree programs is to increase equitable access to a UC education for all California residents. We support this goal, but are concerned that these online programs may serve to exacerbate inequalities rather than ameliorate them.

CAAD certainly understands the laudable goal of diverting students from predatory for-profit institutions, and the UC's charge to provide college opportunities to a wide range of California residents. However, CAAD is unconvinced that online education at UC Santa Cruz will advance diversity, equity, and inclusion goals, particularly for under-represented students. We remain concerned that fully online degrees will not be viewed by employers as equivalent to in-person UC degrees, regardless of our own assessment of these programs. The cost of an online education may not pay off if those degrees do not lead to competitive job offers, especially for under-represented students who are already financially distressed. We would also reiterate that online degree programs are simply unable to replicate some of the in-person experiences that our residential students have on our campus, many of which contribute to both learning and student success. At the same time, we acknowledge that the crushing debt that students currently incur during in-person study in Santa Cruz is a significant ethical problem. Determining a way forward is going to require creatively addressing deep structural challenges on our campus. We are not convinced that fully online degrees are an appropriate solution to these problems.

We are also skeptical that the proposed online degree programs would be as self-contained as advertised. Providing general education courses for students in the proposed online programs will likely require a much more expansive online framework than apparently envisioned. For this reason, we are also skeptical of 'boutique' online degree programs limited to primarily digital fields.

At the campus level, we are uncertain as to how these proposed online degrees fit into larger campus concerns. For example, the campus is expected to grow its on-campus student body by several thousand according to the Long Range Development Plan (LRDP) over the next several years. Yet the cost of implementing online degrees could come at the expense of campus life. How do online degrees fit, if they do at all, with the LRDP? Given that our campus hasn't recovered from the 2008 economic downturn, and that the budget aftermath of COVID-19 remains uncertain, why would investing in a new venture be more desirable than trying to rebuild the main campus that has been negatively impacted by years of divestment? CAAD also pondered if it was possible to clarify the revenue streams that would be supporting these new online programs? In addition, CAAD was not convinced that online degrees/programs could lead to additional FTEs. Departments on this campus have often been promised resources will follow with growth.

CAAD is also deeply concerned about the proposed budget cuts due to COVID-19. We feel that the proposed 2021 fiscal year budget cuts, even if not as dire as originally thought, negatively impacts equity, especially as our campus has not fully recovered from the 2008 budget cuts. We also believe the budget cuts for subsequent academic years may be even more severe, making it extremely difficult, if not impossible, to ensure equity. We urge the university to have a clear plan to communicate to the students and staff how the budget cuts will affect their college experience and what metrics are being used to protect vulnerable students and employees.

IV. UC Police and Rethinking Campus Security

UC Santa Cruz experienced a militarized police presence and response during the 2020 graduate student wildcat strike that was chilling; the [UC Academic Council also condemned those actions](#) on our campus. As a Senate committee charged with advising on campus climate, we note the disproportionate impact of arbitrary searches and seizures, arrests, incarceration, assault, and murder at the hands of the police for Black, Indigenous, Latinx, and other marginalized groups. Therefore, the move by the UC system, as well as our campus, to rethink campus security seemed to indicate that we would perhaps have a serious conversation about holistic security that did not centrally involve police.

UC Santa Cruz formed an advisory board co-chaired by Isabel Dees and Dr. Marcia Ochoa. In the early weeks of this committee, CAAD asked about representation of international and undocumented students and inquired on the level of autonomy the campus advisory board would apart from the UC system. Further, CAAD members raised questions about any impact on the university police budget of \$4+ million in consultation from the 2021 Winter quarter.

Therefore, CAAD (along with UCAADE) expressed serious disappointment when reviewing the proposed UC Police Policy and Administrative Procedures around the Use of Force, Body-Worn Video (BMV), Systemwide Response Teams (SRT), and Concealed Carry Weapons policies approved by the UC Chief of Police and Federated University Police Officers' Association (FUPOA). CAAD concluded that these proposed reforms and procedures are deeply problematic and out of touch with the serious conversations happening throughout the UC system and the country to reimagine community policing and security.

CAAD found the proposed reforms flawed, ambiguous, and indefinite that may lead to more racially profiled abuse, and contribute to a culture of impunity for UC police officers. CAAD's assessment of the proposal is supported and expanded upon by UCSC Senate campus committees including the Graduate Council, Committee on Planning and Budget, and the Committee on Academic Freedom. CAAD recognizes the crises in policing on UC campuses and nationwide is a complicated discussion given the various stakeholders and competing objectives, including from police unions, and the problematic practice of "qualified immunity," which many U.S. cities are now overturning. This moment though calls for a bold and visionary plan to reimagine community security at the University of California in which police are not centrally involved. We hope this conversation continues and that real changes are implemented in the near future.

V. Collaboration with the Office of Diversity, Equity, and Inclusion (ODEI)

Continuing the work started in previous CAAD years, this year's committee decided it would be best to prepare the UC Santa Cruz's Diversity Landscape Document created by Universitywide Committee on Committees Chair Patty Gallagher with the support of Graduate Student Researcher (GSR) in 2018-19 for submission to ODEI. The CAAD chair met with the director of ODEI, Dr. Teresa Maria Linda Scholz, to discuss how to modify the document for their use and CAAD members then made several recommendations. Feel free to add a couple more sentences here about your work. The CAAD chair had a final meeting with Dr. Scholz on December 8, 2020, to share CAAD's recommendations for making the information public for campus-wide use on ODEI's website.

CAAD sits on the ODEI selection committee for co-funding proposals. With input from a CAAD member, new this year is the adoption of “accessibility” as a criteria for proposals. “Beginning Fall 2020, the Co-Funding Program will also consider co-funding requests for *accessibility supports* for Activities/Projects/Events related to diversity, equity, and inclusion. Accessibility supports can include, but are not limited to: real-time captioning, ASL interpreters, podium ramps, quiet rooms, room fees for accessible spaces, etc. Funding for accessibility supports available through other channels (such as the DRC) should also be explored.”). Below is a list of the funded projects for Fall 2020 and Winter 2021. It appears no projects received funding for Spring 2021 as we did not hear from ODEI about reviewing proposals.

- (Fall 2020) Dr. Pascha Bueno-Hansen public lecture called “Dissident Genders and Sexualities in the Andes - Transitional Justice Otherwise.”
- (Winter 2021) Coded Bias Documentary Film Screening and Panel Discussion; From Here to Equality: Reparations for Black Americans in the 21st Century; Trans GIFT (Gender Inclusive Free Transitionwear) Project; and Latinx Friendly DNA Day.
- (Spring 2021) Colibri Writing Circles
- (Spring 2021) The Period Equity Project

VI. Faculty Equity Advisors

CAAD drafted a letter of support for the implementation of a Faculty Equity Advisor (FEA) Program at UC UC Santa Cruz. The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) introduced the FEA program for the UC system in 2001, but UCSC is one of two campuses that have yet to officially adopt this program. CAAD also solicited a letter of support from UCAADE Chair, Javier Arsuaga, who stated UCAADE’s goal for all UC campuses to have the FEA program in place by this current academic year. The Advancing Faculty Diversity workgroup at UC Santa Cruz (see above) spearheaded a two-year proposal to develop and implement a faculty-led UC Santa Cruz’s FEA program that will move us closer to meeting a systemwide goal.

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

The CAAD chair (except for ½ day during the Fall meeting) participated in 4 full-day meetings during the AY with UCAADE. These meetings provided important insights into the system-wide equity challenges that were in turn shared with CAAD. The CAAD chair secured an endorsement letter from UCAADE chair Javier Arsuaga, addressed to CP/EVC Kletzer for our campus FEA efforts led by the AFD working group. Chair Falcón also drafted the UCAADE letter requesting the support for a significant amount of funds to sponsor additional proposals from the [UC-Hispanic Serving Institutions Doctoral Diversity Initiative \(UC-HSI DDI\)](#)⁴ during 2021 (Fortunately, UCOP provided the additional funding).

VIII. Subcommittee Work

- *MLK Convocation:*

⁴ Relatedly, CAAD chair Falcoón served as the review committee chair for UC-HSI DDI and was able to speak directly to the high caliber of these initiatives.

CAAD participated in the organizing committee for the 37th Annual MLK Convocation. The committee extended a speaker invitation to abolitionist scholar and activist Mariame Kaba. Due to the ongoing COVID-pandemic, this year's MLK convocation was held over Zoom, and took place on Friday, February 12th. 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 musical performance by Mario Felix, and a reflection from Reverend Deborah Johnson. Mariame Kaba then gave a talk about how the prison-industrial affects communities of color, in dialogue with UCSC Associate Professor of Feminist Studies Gina Dent. In addition, prior to the convocation, Mariame Kaba met over Zoom with undergraduate and graduate students, along with local high school students, to talk about policing and the role of the university in social movements.

- *ODEI Co-Funding:*

In academic year 2020-2021, there was \$9,250 of available funding through the Office of Diversity, Equity, and Inclusion. The team met in October 2020, and the CAAD Representative's proposal to extend funding to accessibility needs was approved. The COVID-19 pandemic initially impacted the number of proposals (one funded proposal in January 2021), but this bounced back as Winter 2021 progressed (seven proposals in February, three funded; one proposal in March, funding TBD).

- *Campus Inclusive Climate Council:*

The Campus Inclusive Climate Council (CICC) met twice quarterly. The Fall 2020 meetings (11/24/21 and 12/10/20) focused on CICC's revised charge (from Chancellor Larivee) as well as the results of the Campus Climate Study and "action-based ideas and solutions" that respond to the study. The Winter meeting (1/28/21; the second meeting was canceled) focused on assessing the effectiveness of current DEI efforts, with discussion of faculty "trainings," closing equity gaps, and better messaging. The Spring meeting (5/11/21) provided an update on the Student Conduct Taskforce and the pending year-long report with external reviews being released by the end of the 2020-21 academic year.

Associate Vice Chancellor/Chief Diversity Officer (CDO), Linda Scholz, led the remainder of the meeting to discuss her leaving UC Santa Cruz for another position in New Mexico. An Interim CDO will be hired for the coming 2021-22 academic year while a national search for a permanent CDO will take place. The principal takeaways from this discussion included Scholz recommendation that UC Santa Cruz undergo a campus-wide "Strategic Diversity Plan." Chancellor Larivee is aware of the need for such strategic diversity planning. With Scholz's pending departure, the Chancellor is proposing a new senior executive position: the Vice Chancellor for Diversity, Equity, & Inclusion and Chief Diversity Officer (VCDEI/CDO) position. CAAD supports this higher-profile position.

- *Chancellor's Diversity Advisory Council (CDAC) and Chancellor's Achievement Awards for Diversity (CAAFD) Selection Committee.*

Based on an email sent to the analyst on April 29, 2021, both of these efforts from the Chancellor's office are in the process of being reconfigured for the future. No meetings were scheduled this academic year.

IX. Issues, Policies, and Programs with Equity Implications Reviewed

This academic year, CAAD issued correspondence on 30 requests. Below is a summary recap of that correspondence.

Systemwide

- Propose Curtailment Program 2020-21
- Review of SR 630
- Review of SR 544
- Online Undergraduate Degree Taskforce Report
- Proposed Revisions to the Leave-Related Policies of the 700 Series of the APM
- Proposed Revisions to Senate Bylaw 336.F.8
- ILTI Report and Review
- Faculty Salary Scales Taskforce Report and Recommendations
- Universitywide Policed Policies and Administrative Procedures
- Proposed Revisions to Senate Regulation 610
- Presidential Policy - Fee Policy for Graduate Student *In Absentia* Registration
- Presidential Proposed SARS-CoV-2 (COVID-19) Vaccination Program

Divisional

- CP/EVC's Proposal of Associate Provost
- Chancellor's Office of Planning and Budget Reorganization
- CP/EVC's Budget Cut Targets
- Proposed Interim COVID-Related Caregiver Modified Duties Program
- CCA's Faculty Culture in External Review
- CP/EVC's Documented Discussions
- VPAA's Revised Guidelines for Improving Curricular Capacity
- Required Disclosures of Discipline by Faculty Candidates for Appointment Letter
- Proposed Remote Work Policy for Senate Faculty
- VPAA's Charter for Online Programs Initiative
- iVCSA Baszile and VC Latham's Critical response Program Proposal
- Chancellor's Request for Consultation: Vice Chancellor/Chief Diversity Officer Expanded Role Job Description

Waivers of Recruitment

- Target of Excellence: K. Miga
- Partner Hire: M. LeBron
- Partner Hire: J. Winters (unsubmitted)
- Partner Hire: D. Turner-Evans
- Partner Hire: T. Serres
- Partner Hire: J. Kleinberg

Additionally, CAAD sent correspondence endorsing Faculty Equity Advisors for our campus, and the Academic Senate's new position for a Senate Equity Advocate.

Considerations for 2021-22 CAAD

- 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
- Monitor the launching of Faculty Equity Advisors at UC Santa Cruz, in collaboration with the Advancing Faculty Diversity Workgroup.
- Explore the development of a series of annual faculty awards recognizing “distinguished contributions to diversity, equity, and inclusion.” Consider consulting with the Committee on Teaching about their annual award review process.
- Monitor the ongoing consequences of the Accellion data breach, particularly as it affects undocumented and international students. Ensure that the UC is adequately supporting the entire campus community in the wake of this data breach.
- Monitor the ongoing work of the UC Santa Cruz Campus Safety Community Advisory Board, with a particular focus on how changes to campus policing policies may have disproportionate negative impacts on students of color and non-citizen students.
- Update [CAAD website](#) to include relevant information about practical resources for students, faculty, staff, and other constituencies.
- Consider offering revisions to the Rubric to Assess Candidate Contributions to Diversity, Equity and Inclusion from the VPAA office.
- Consult 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.

Respectfully Submitted;

COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY

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