Committee on Diversity & Equity
Annual Report 2018-19

To the Faculty Legislature, Santa Barbara Division:

Committee Charge
The charge of the Committee on Diversity & Equity (CDE) is to work towards attaining the campus goals of diversity and equity and actively pursue the goals of affirmative action.

Membership
The Committee on Diversity & Equity consists of a Chair and at least five members. The Director of the Equal Opportunity & Discrimination Prevention Office and Director of the Title IX & Sexual Harassment Policy Compliance Office serve as ex-officios on the committee. In addition, there is one non-Senate academic representation, one undergraduate student, and one graduate student representative.

Summary of CDE activities over 2018-19
There were a total of fifteen meetings of the Committee over the 2018-19 term. CDE’s primary areas of focus during the term were: 1) awarding the inaugural Faculty Diversity award; 2) Contributions to Diversity, Equity and Inclusion Statements and Faculty Equity Advisor programs and their implementation on the UCSB campus; 3) reviewing systemwide and divisional policy proposals and revisions.

CDE discussed all of these topics at length and shared its recommendations with Academic Senate Chair Henning Bohn when appropriate. Topics and recommendations are briefly described below.

Reviews of Systemwide UC Issues

Proposed Revision of Presidential Policy on Sexual Violence and Sexual Harassment
In October, CDE reviewed the Proposed Revision of Presidential Policy on Sexual Violence and Sexual Harassment (SVSH). CDE was very supportive of the changes, which offer greater clarity and increased inclusivity, especially the increased authority and role of the Title IX Officer. CDE sent forward a memorandum with two suggestions: that the 90-day timeframe be implemented to minimize confusion and appropriately manage expectations of all involved parties, and that the UC Non-Discrimination Policy be revised accordingly to incorporate the level of specificity found in the SVSH policy.

Draft Executive Summary of the Task Force on Universitywide Policing
In December, CDE reviewed the draft executive summary of the report by the Task Force on Universitywide Policing. CDE objected to the very short timeline given to respond to this important issue. Policing on UC campuses is a critical issue and it deserves to have a full review by the Academic Senate. Members did not feel they had the appropriate time or expertise to adequately comment on the report.

CDE sent forward a memorandum with this objection as well as the following concerns:
- Ensure that independent advisory boards are constituted by a diverse and representative membership.
- Trainings need to be ongoing and include monitoring and assessment.
CDE also offered its expertise and involvement with efforts outlined in the report, and would like to review and comment on the final report when available.

**Reviews of Campus Issues**

**Faculty Diversity Award**
In October, CDE reviewed the final draft of the Faculty Diversity Award (FDA) guidelines, approved by last year’s Committee. The Executive Council decided they wanted to discuss the FDA in depth and in person, so a Faculty Legislature vote to approve the award and guidelines was postponed until January.

Also in October, Associate Vice-Chancellor Maria Herrera-Sobek joined a meeting and thanked Chair Scott and CDE for their hard work on getting the FDA to this point. AVC Herrera-Sobek explained that years ago there was support and funding for a diversity award, but it did not come to fruition. Other campuses have ended up creating diversity awards, so it is exciting that UCSB will finally have one. The Committee also discussed with the AVC ways to publicize the FDA once approved, and some members volunteered to help with flyer text and design.

In December, CDE discussed the name of the award and questioned whether it could be changed. In particular, it was noted that all of the other Senate awards contain descriptors such as “Distinguished”, “Outstanding”, or some similar adjective. Without a similar label, the name of the award may seem too generic and unclear to some what is being recognized. Ultimately, Executive Council approved the name Faculty Diversity Award, and that had to be kept for this year. CDE could review the name in the future.

The Committee also finalized the timeline for the FDA nomination, review and notification process.

The Faculty Diversity Award was approved by the Faculty Legislature at its January 10 meeting. At its February meetings, CDE crafted a scoring rubric to be used for FDA nominations and finalized its timeline and procedures. At its April 8 meeting, the members of the Faculty Diversity Award selection committee (almost the full CDE membership) discussed the final candidates and chose the 2019 recipient, Diane Fujino, Professor in the Department of Asian American Studies.

In its final meetings of the year, CDE discussed various aspects of the FDA and changes that could be made in the future. Topics included trying to fund more than one award per year, giving out honorable mentions, and revising the scoring rubric to better reflect the variety of ways faculty contribute to diversity efforts.

**EVC Request for Senate Comments on Recommendations for the Use of Contributions to Diversity, Equity and Inclusion (DEI) Statements for Academic Positions at UC**
In March, CDE discussed the Academic Council recommendations for the use of Contributions to Diversity, Equity and Inclusion (DEI) Statements for academic positions at UC. The Committee wondered what these recommendations were actually changing, as there was not a proposal to review and no new requirements.

In May, CDE reviewed a memo from EVC Marshall, written in response to the Provost and UCAADE recommendations regarding every UC campus using these DEI Statements. Provost Brown was requesting that UCSB adopt the use of these statements in faculty hiring; eight of the ten campuses already use them, and UCB is in the process of formalizing the requirement.

Members discussed that more concrete wording needs to be used for all six recommendations. They were confused by the discrepancy between recommendation number six, which stated
that DEI statements will be used in merit and promotion cases. However, it was also noted that “DEI statements do not represent a new criterion for evaluation”. It was also unclear how these DEI statements would interact with the proposed Faculty Equity Advisor program. CDE supported the UC Academic Council recommendation that all UC campuses and the APM use the same language, and that “Diversity, Equity, and Inclusion (DEI) Statements” be used by all parties. A memorandum with these comments was sent forward.

**Diversity Training for Faculty Hiring Committees and Faculty Equity Advisor Program**

Fall quarter, CDE continued their discussion from previous years about ideas for diversity training for faculty hiring committees. A pivotal question the Committee pondered was whether training should be recommended or required of all faculty. Campus administration has differing opinions about requiring more training for faculty. Members had ideas including requiring three faculty from every search committee to attend the Office of Equal Opportunity & Discrimination Prevention’s (EODP) presentation, requiring just one faculty member (possibly the diversity representative) to attend and strongly encouraging all other members, or requiring a majority of the search committee depending on the total number of faculty. There was the suggestion that search funds should not be released until the committee has completed its diversity training. Members also discussed how often faculty would need to take the training. Information can change from year to year, so ideas ranged from every five years, every three years, to every time there is a search. There were questions about how this information would be tracked.

Director Ricardo Alcaíno of EODP explained his office’s role in reviewing faculty searches and making recommendations for improvement. CDE also looked at Placement Goal data, the Affirmative Action Plan, and had Director Alcaino present to CDE the actual “Applying AA/EO/Diversity Practices to Academic Searches” presentation that departments receive. Senate Chair Bohn tasked Chair Scott with creating a list of resources available to the hiring committee diversity representatives.

Winter quarter, CDE learned that the Executive Vice Chancellor (EVC) had a draft of a faculty equity advisor program. The draft proposal was first distributed to all Deans, who were apparently all supportive. The draft did not mention any Senate vetting or involvement. Funding for the program would come from the EVC’s office as well as AVC Herrera-Sobek’s office. Members believed pressure to create a program came from the Office of the President.

The proposal included many aspects that CDE has previously discussed including in an equity advisor program, including stipends, course release, and substantial training. However, members had concerns regarding how many equity advisors each School/College/Division would have; how Deans would choose the equity advisors; what type of training equity advisors would receive; when the program would start; if the equity advisors would take the place of the diversity representative each hiring committee is supposed to have; and that this is an administration driven proposal with no Senate oversight.

EVC Marshall attended the January 28 CDE meeting. He presented CDE with an overview of diversity initiatives in Academic Affairs, including Faculty Diversity Enrichment Awards for new appointments of faculty whose research, teaching and/or service will advance diversity, student support centers like ONDAS and the Transfer Student Center and Hispanic-Serving Institution grants, and working with Graduate Division’s diversity initiatives.
EVC Marshall then explained that the Faculty Equity Advisor (FEA) program is a work in progress. The first steps are to define the position and the responsibilities. Design, implementation and coordination of the program still need to be worked out. The main focus should be on faculty recruitment and retention, while allowing Deans to focus on areas of emphasis to meet their specific needs. The goal is to have the FEA program in place by July 1. Members had a variety of questions about the proposed program, including timeframe, the model of having one faculty member responsible for diversity for a whole department, and how the proposal is being vetted on campus. EVC Marshall encouraged CDE to send him any comments and concerns they have about the proposal.

At its following meetings, CDE continued to discuss the FEA proposal. One of the main concerns CDE had was that the proposal seemingly did not need to go through Academic Senate Review. The FEA program is being viewed as administrative, and apparently the Senate does not have to be consulted. CDE then received another FEA proposal authored by AVC Herrera-Sobek. Chair Scott had conversations with EVC Marshall and AVC Herrera-Sobek addressing how they are working together to move forward with one proposal.

AVC Herrera-Sobek and her assistant attended the April 22 CDE meeting. Her assistant presented extensive research on FEA programs at other universities. A new draft of the proposed FEA program was distributed and AVC Herrera-Sobek expressed that she would appreciate feedback. AVC Herrera-Sobek was envisioning creating a training academy that FEAs would attend at the beginning of the academic year. FEAs would have a day-long workshop on diversity issues and outside speakers could be bought in. Members were encouraged to suggest training topics they would like to see. Members also discussed the new draft, including concern about the EVC appointing the FEAs (instead of the Chief Diversity Officer), the responsibilities of the FEAs, and concern that the establishment of the program is happening very quickly, and there is miscommunication across the campus.

CDE will plan to consult with the EVC and AVC’s office first thing fall quarter about how implementation of the FEA program is progressing.

Library Organizational Changes
In May, CDE discussed a report from UCSB Librarian Kristin Antelman describing the proposed organizational changes to the Library, which include the creation of new departments and reforming some of the subject librarian duties. Members supported Librarian Antelman’s forward-looking approach to making much-needed structural changes, but strongly felt that any re-organization plan needed to be shared with departments and allowed time for the appropriate consultations. CDE’s comments also stressed that the library is one of the most important resources for diversifying graduate and undergraduate populations, and that it should be robustly supported by the University.

Pending Issues for CDE in 2019-20
- Robust consultation about the new Faculty Equity Advisor program.
- Continuing discussions about the use of Contributions to Diversity, Equity and Inclusion Statements.
- Revising the Faculty Diversity Award guidelines in preparation for the second awarding.
- Consulting with a wider range of constituents on campus who work with diversity issues.
- Continued discussion and understanding the role of APM 220 for faculty promotion and review. The exploration has been a pending issue for CDE since 2016-17.
Members:

**Vickie Scott, Chair, UCAADE Rep**  
Senior Lecturer SOE, Theater & Dance

**Bjorn Birnir**  
Professor, Mathematics

**Melissa Morgan Consoli**  
Associate Professor, Counseling, Clinical & School Psychology

**Antonio Cortijo**  
Professor, Spanish & Portuguese

**Philip Lubin**  
Professor, Physics

**Kate McDonald**  
Associate Professor, History

**Chela Sandoval**  
Professor, Chicana & Chicano Studies

**Joan-Emma Shea**  
Professor, Chemistry & Biochemistry/Physics Economics

**Cynthia Benelli, Non-Senate Academic Rep**  
Director, Equal Opportunity & Discrimination Prevention Office

**Ricardo Alcaino, Ex-Officio**  
Director, Title IX & Sexual Harassment Policy Compliance Office

**Ariana Alvarez, Ex-Officio**

**Paulina Ramirez Niembro, GSA Rep**

**Kelly Erland Rivera, Advisor**