Committee on Diversity and Equity
Annual Report 2019-20

To the Faculty Legislature, Santa Barbara Division:

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

Summary of CDE activities over 2019-20
There were a total of fourteen regularly scheduled meetings of the Committee over the 2019-20 term, as well as three meetings regarding specific issues. CDE’s primary areas of focus during the term were: 1) working with the Committee on Academic Personnel on more clear instructions for contributions to Diversity, Equity and Inclusion Statements for promotion and tenure, 2) discussing, researching and proposing a UCSB opt out Stop the Clock policy for faculty during the time of COVID-19, 3) building liaisons with new Faculty Equity Advisors, 4) building more open lines of communication with Student Affairs, 5) reviewing systemwide and divisional policy proposals and revisions, 6) continuing the second year of advertising, reviewing and awarding the Faculty Diversity award on campus as an Academic Senate award.

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

Reviews of Systemwide UC Issues

Systemwide Review of Proposed Presidential Policy on Native American Cultural Affiliation and Repatriation
In September, Chair Morgan Consoli asked members to review the Presidential Policy on Native American Cultural Affiliation and repatriation in preparation for an upcoming University Committee on Affirmative Action, Diversity and Equity discussion. The proposed revisions would vastly change and expand the existing policy. Members had questions including the availability of enough qualified people to serve in some of the specific positions; if spiritual leaders would volunteer their time; and if UC is the only university system with a policy like this.

UC and CSU Anti-Bias Training Program
This year, the two university systems held a UC and CSU Anti-Bias Training Pilot Program. Just Communities was selected to develop the training program. The training program was developed for four specific populations: faculty, senior administrators, students, and staff. Campuses chose 10 participants from each of these four populations to attend an in-person training at a designated location. Chair Morgan Consoli and members Cynthia Benelli and Laurie Freeman attended the training
over March 8-10 in Northridge. Member Freeman thought that there were some useful pieces but that some of the material was not always cohesive. Chair Morgan Consoli thought that this version was more interactive than the pre-pilot version she attended in December with ex-officio member, Ricardo Alcaíno, and that they did a good job making the training non-threatening and applicable to faculty. There were concerns, however, that there seemed to be data collection happening for a research project, but none remembered signing a waiver allowing for this. They provided feedback in their own evaluations.

**Report of the Working Group on Comprehensive Access**

In February, CDE discussed the Report of the Working Group on Comprehensive Access. The Working Group was charged with developing recommendations for UC’s collaborations with other health systems. The Working Group was divided, and two options were presented. CDE members expressed that this is an extremely complex matter and that there will be issues of access for different people no matter which option UC chooses. After much discussion, members agreed that they supported option #2, prohibiting affiliations with non-UC entities that prohibit certain services. It was felt that UC should stand on its own values. Members also expressed that for too long, UC has provided funding, research and training to these healthcare facilities, which has allowed their influence to grow across the state. Members hoped that UC would take a thoughtful look at the scope of damage this may cause to existing medical services, especially for UC faculty, staff and students, and consider a phase-out of some of these affiliations instead of cutting the cord immediately.

**Report of the Academic Council’s Standardized Testing Task Force**

In February, CDE discussed the Report of the Academic Council’s Standardized Testing Task Force, which analyzed UC’s use of standardized test scores for undergraduate admissions. The Committee felt that the most persuasive arguments in the report centered on the ways in which the ACT/SAT legitimize inequality, and how the University of California has supported and promoted systemic discrimination by continuing to use them. Most members were in support of removing the test scores as an admission requirement, and wanted to encourage UC to find a more timely solution other than the current nine-year timeframe to create its own test and expand the Eligibility in Local Context (ELC) program, which only considers high school grades for admission. Academic Chair Bhavnani was present at this meeting and provided additional insights for the members.

**BOARS Recommendation to Eliminate the ACT-SAT Essay Requirement**

In February, CDE reviewed the BOARS Recommendation to Eliminate the ACT-SAT Essay Requirement. Members agreed that if the exam is not being utilized for any admission purposes, and since there has been much controversy around the “test-fairness” with regard to diverse populations, then there is no reason to require it. CDE supported the elimination of this requirement.

**Proposed Presidential Policy: Gender Recognition and Lived Name**

In April, CDE reviewed the proposed Presidential Policy on Gender Recognition and Lived Name, which would expand the gender options on university documents and systems. The majority of members fully supported this proposal, while a couple of members questioned the necessity and purpose of collecting such data.

**Reviews of Campus Issues**

**Faculty Diversity Award**
Over fall and winter quarters, CDE prepared to award the second annual Faculty Diversity Award. The Committee reviewed and revised accordingly the guidelines and scoring rubric. The number of nominee packets received was much less than last year, so members discussed ways to increase publicity next year. The selection committee, comprised of CDE members and last year’s award winner, met in March to select the recipient. The 2020 Faculty Diversity Award was awarded to Kip Fulbeck, Professor in the Department of Art, at the April 30 Faculty Legislature meeting.

Consultation with Executive Vice Chancellor
In October, CDE met with Executive Vice Chancellor David Marshall to discuss the Faculty Equity Advisor (FEA) program. Members had many questions they wanted the EVC to address, including what the overall vision of the FEA program is, what training looks like, and how the FEAs will interact with department equity committees.

EVC Marshall first presented an overview of diversity activities and initiatives in Academic Affairs, including diversity research, extramural funding and grant proposals for diversity initiatives, training, Faculty Diversity Enrichment Awards, and UC Advancing Faculty Diversity Grants. The EVC then explained the history of the FEA program at UCSB. FEAs were envisioned as faculty who would work in the Dean’s office; faculty recruitment would be core of the position. The AVC would be an important convener of the group. The EVC consulted with the Academic Senate last year about Diversity, Equity, and Inclusion Statements. Over this past summer, some constituents, such as Deans and the Chancellor’s Advisory Committee on the Status of Women, made it known that they thought the FEAs should have Associate Dean titles.

The Associate Dean Faculty Equity Advisors were appointed on July 1, 2019. Each college/school/division has one FEA. Deans have the ability to set priorities for their FEA. FEAs were tasked this year to look at including Contribution to Diversity Statements in faculty job applications. The Gevirtz Graduate School of Education agreed to be a pilot program for requiring these statements this year. The program will be assessed at the end of this first year, with the hope of reviewing annually to see what is or is not working. The FEAs have been meeting regularly to be trained, learn best practices, and/or discuss how the program should move forward.

Members had a variety of questions for the EVC, including the possibility of making diversity training mandatory for departments, how CDE could interact with the FEAs, and how the program is being introduced to campus. The EVC assured the CDE they would be involved with the FEAs.

Report of ESCI Ad Hoc Committee
In November, CDE reviewed the Report of the ESCI Ad Hoc Committee. Members wanted the discriminatory and inequitable aspects that have been found in student evaluations (scoring women and underrepresented minority faculty lower) to be highlighted further and more explicitly. Some felt quicker action on removing ESCIs from consideration in personnel reviews is needed. Finally, one member also had deep concerns about the lack of a statistician on the ad hoc committee. It was suggested that the ad hoc committee recruit a statistician.

Report of the Ad Hoc Committee on Online Course Evaluations
In November, CDE discussed the Report of the Ad Hoc Committee on Online Course Evaluations, which was tasked with reassessing the possibility of an online system for course evaluations. Members had concerns about the low response rates in departments currently using online evaluations, accessibility
issues, and the use of incentives. Overall, CDE supported moving the campus to online course evaluations, as long as low response rates and accessibility are meaningfully addressed.

Consultations with Associate Dean Faculty Equity Advisors
In December, CDE was joined by three of the Associate Dean Faculty Equity Advisors: Sarah Anderson from the Bren School, Julie Carlson from the Humanities and Fine Arts Division and the Department of English, and Joan-Emma Shea from the Math, Life, and Physical Sciences Division and the Departments of Chemistry and Physics. The FEAs have been meeting every other week and their main focus in the first year is the faculty hiring process, and how best to engage with department search committees from the beginning to end. FEAs are trying to meet with all search committees to make themselves available as a resource. They have created best practices checklists for each step of the process. FEAs from different divisions are focusing on different things; those in smaller divisions with less faculty searches are beginning to dabble with student and staff climate issues. The FEAs are in flux due to there being no Vice Chancellor of Diversity, Equity and Inclusion and no interim until one is hired. Another issue they would like to work on is faculty retention. This is difficult to study as there really is no available data to review. Members and the FEAs discussed issues that CDE and the FEAs could collaborate on, such as improving APM 210 and faculty diversity statements, receiving Academic Program Review and Academic Personnel data, and liaising with each other’s groups on a regular basis.

Priority Registration
Winter quarter Associate Vice Chancellor for Undergraduate Education Jeffrey Stopple joined CDE to discuss inequities with undergraduate priority registration. AVC Stopple shared data showing that first-generation and underrepresented minority (URM) students are less likely to be a part of the two largest groups of students that receive priority registration, honors program and Disabled Students Program (DSP). It is a perk now abused by some students who only want to be a part of honors or DSP in order to have priority registration. AVC Stopple wants to propose eliminating all honors students from priority registration (which includes College of Letters & Science honors, College of Engineering honors, all College of Creative Studies students, and Regents Scholars) and some DSP accommodations. There are already plans to change the way that incoming students can use units earned through tests (like Advanced Placement) to have earlier pass times. AVC Stopple has met with the Undergraduate Council and it is supportive of a change. CDE awaits a draft proposal to review.

APM 210d/ Red Binder I-75
Winter and spring quarters CDE worked with Committee on Academic Personnel Chair Dana Mastro to suggest revised, more clear and instructive language for faculty including an APM 210d statement in their review files. At UCSB, this is Red Binder Section 1-75-VIII, “Self-Assessment of Contributions to Advancing Diversity, Equity, and Inclusion (“Diversity Statement””). CDE and CAP Chair Mastro met in March to discuss ideas for additional language. CDE members thought that coming up with recommendations for Deans and Chairs, possibly as a set of guidelines, could provide some guidance to departments. Members also agreed that standardization is a critical missing piece, and asked if Divisional Chair Bohn could speak with Academic Personnel about why they say that UCSB cannot require diversity statements. CAP preferred all language regarding APM 210 be in one place.

The new wording was sent to Divisional Chair Henning Bohn and AVC of Academic Personnel Alison Butler for review and approval and subsequent inclusion in the UCSB Red Binder.

All Gender Restroom Policy Drafting Committee
Member Laurie Freeman represented CDE on the campus All Gender Restroom Policy Drafting Committee, which was looking at campus policies around gender-neutral bathrooms. There is a desire on the UCSB campus to develop a more robust gender-neutral restroom policy, create more single use bathrooms in buildings, and ensure that new buildings have equal access restrooms. The committee worked on the draft policy, an FAQ, and testimonials. Members asked if they could see the final version of the policy when it is ready. The policy will be distributed widely for comment in the fall.

Consultations with Student Affairs
CDE invited leaders from the Division of Student Affairs to two CDE meetings this year.

In January, Assistant Vice Chancellor and Dean of Student Life Katya Armistead, Coordinator of Equity & Inclusion in the Office of the Dean of Students Enn Burke, and Director of LGBT Resources Craig Leets, joined CDE to discuss some of the diversity initiatives and resources that the Office of Student Life provides. Members learned about the initiatives the Resource Center for Sexual and Gender Diversity (RCSGD) has for students, faculty and staff, and the projects that the Coordinator of Equity and Inclusion works on. Members discussed with the guests how faculty could navigate Student Affairs, if an orientation for new faculty would be helpful, and that hopefully the new Vice Chancellor for Diversity, Equity and Inclusion, when hired, would be able to pull some of the many areas working on diversity issues on campus together.

In May, AVC Armistead and Coordinator Burke returned to discuss with CDE initiatives that Student Affairs has undertaken in response to COVID-19. Students faced a host of challenges, including not having access to technology needed for remote learning, poor home environments, and basic needs insecurity. Undocumented students were not eligible for CARES Act funding. Queer and LGBTQ+ could not access affirming services and may be living with family they are not out to. Suggestions for ways that faculty could help were to keep workload expectations realistic, understand that students feel overwhelmed, and to give positive feedback. Members also discussed ways they are being innovative and flexible with their curriculum.

Stop the Clock Opt Out Recommendations
CDE was alerted by Ex Officio member Ricardo Alcaínó that other UC campuses were requesting opt out Stop the Clock policies for their junior faculty. Currently, an assistant professor can “stop the clock” two times; a request for a third has to be submitted to and approved by the UC Provost. Other universities were granting blanket exceptions, and professional associations were recommending this course of action. The pandemic’s effect on junior faculty productivity will have a disproportionate effect on some populations (specifically women and faculty of color), and some departments are not accepting of the current tenure clock extension policies. Chair Morgan Consoli consulted with the Faculty Equity Advisors, who were also composing a recommendation in this area. The Committee wrote a memo suggesting research and evidence in support of granting automatic tenure clock extensions, and mentioned the endorsement of the FEAs in the letter.

COVID-19 Pandemic
Spring quarter, CDE discussed consequences of the COVID-19 pandemic over multiple meetings. Topics included:

- Academic quality concerns if summer and fall quarter must also be remote.
- Student issues, such as insufficient WiFi access, bad home environments, student mental health, the need for more TA resources, food and housing insecurity, and interruptions to doctoral funding and time-to-degree.
- Diversity and equity issues, which included the stop the clock policy concerns, interruptions to attempts to diversify faculty, and potential budget impacts.

**Search for Vice Chancellor for Diversity, Equity and Inclusion**
CDE participated in the search for the Vice Chancellor for Diversity, Equity and Inclusion. Chair Morgan Consoli had conversations with the search firm, and CDE members participated in the interview process with the four final candidates. At this time CDE is waiting to hear the Chancellor’s view on recommended applicants.

**Institutional Racism Letter**
Post spring quarter, some CDE members authored and signed a letter that was sent to Senate Chair Bohn and Chair-Elect Scott encouraging proactive steps that the campus should take to combat institutional racism, in the context of current racial injustice protests and call for action around the nation.

**CDE Chair Work**
Chair Morgan Consoli was involved with numerous campus initiatives, which supported the work of the committee:
- Served as the UCSB representative on the systemwide University Committee on Affirmative Action, Diversity and Equity
- Served on hiring committees for the Student Affairs position of Director of Women, Gender and Sexual Equity
- Met with the Associate Dean Faculty Equity Advisors, Student Affairs leaders, and other campus constituents working with diversity and equity issues
- Served on the UCSB Action Collaborative taskforce
- Served on the Academic Senate Executive Council

**Pending Issues for CDE in 2020-21**
- Continuing discussions about training for faculty hiring committees, as well as sensitivity training for faculty
- Continuing to expand collaboration with other campus entities doing diversity work, hopefully under the organization of a new AVC for DEI
- Possibly collaborating with Undergraduate and Graduate Councils to work on retention of URM students
- Discussing the creation of an African Center
- Inviting the new director of Black Student Development to meet with CDE
- Reviewing current policies and seeing what updates should be made to be inclusive of all groups
- Reviewing effects of likely reduction of staff support for faculty and student

**Members 2019-20**
**Melissa Morgan Consoli, Chair, UCAADE Rep**
Associate Professor, Counseling, Clinical & School Psychology

**Bjorn Birnir**
Professor, Mathematics

**Miroslava Chavez-Garcia**
Professor, History

**Mhoze Chikowero**
Associate Professor, History

**Laurie Freeman**
Associate Professor, Political Science

**Philip Lubin**
Professor, Physics

**Jason Marden**
Associate Professor, Electrical & Computer Engineering
Cynthia Benelli, Non-Senate Economics
Academic Rep

Ricardo Alcaino, Ex-Officio Director, Equal Opportunity & Discrimination Prevention Office

Ariana Alvarez, Ex-Officio Director, Title IX & Sexual Harassment Policy Compliance Office

Paulina Ramirez Niembro, GSA Rep

Jocelyn Tapia, Undergraduate Student Rep

Kelly Rivera, Advisor