

**COUNCIL ON EQUITY AND INCLUSION (CEI)
2021-22 ANNUAL REPORT**

To the Irvine Divisional Assembly:

The Council on Equity and Inclusion (CEI) respectfully submits its report of activities for the 2021-22 academic year.

COUNCIL OPERATIONS

The Council advises the Division on matters related to equity, inclusion, and diversity. Its duties and membership are described in [Irvine Bylaw 90](#). Jane Stoever, Clinical Professor of Law, chaired the Council in 2021-22. The Council met eight times during the academic year; all meetings were held via Zoom videoconference.

COUNCIL ISSUES

Equity Advisor Program Review – Office of Inclusive Excellence Response

In 2019-20, CEI began a multi-year review of UCI's Equity Advisor (EA) Program. During the first phase of its review, the Council looked at the program from the top down to assess its goals, operation, and structure in order to determine how campus leaders and equity advisors themselves felt the program was meeting its objectives. Based on the results of its initial inquiry, CEI expanded its focus last year to assess faculty knowledge of and experience with the EA Program. To accomplish this, the Council developed and distributed a faculty survey that gathered general knowledge of the EA Program, faculty experiences and satisfaction with its programming, and suggestions for future directions of the program. The Council reviewed the survey results, drafted a report summarizing its findings, and delivered the report to Vice Chancellor for Equity, Diversity and Inclusion Doug Haynes in 2021 for his review and response. Vice Chancellor Haynes shared his reflections on the report at CEI's January 2022 meeting and in a written response to the Council.

In his comments, Vice Chancellor Haynes addressed feedback that faculty would like to see equity advisors play a larger role in salary equity issues and retention efforts, and noted that increasing their duties in these areas would require further discussion with school deans and the provost. The Office of Inclusive Excellence will continue to explore this recommendation. Another issue raised in the report was the possible tension between equity advisors and associate deans for diversity, equity, and inclusion in their schools. Vice Chancellor Haynes is attentive to the role of associate deans, and in his experience, there has been little conflict between these roles; in fact, he feels that it has emphasized the independence of the equity advisors. In response to Council questions, Vice Chancellor Haynes explained why faculty with security of employment are not permitted to be equity advisors at UCI. Finally, Vice Chancellor Haynes noted some adjustments that have been made based on feedback collected from equity advisors during the first phase of CEI's review. For example, the quarterly activity report is now an online form, and several of the activities have been modified to accommodate quantitative and qualitative information. Also in response to feedback from equity advisors, the monthly APAC (Advance Program Advising Committee) meetings have been modified to increase time available for their generated topics and general discussions. To increase faculty knowledge of equity advisors as resources, the Council recommended that the university annually email Senate faculty about the EA Program and responsibilities of equity advisors.

Other Issues

The Council consulted with ex officio members Vice Chancellor Haynes and Vice Provost for Academic Personnel Diane O'Dowd on several issues throughout the year. They discussed topics such as the process for review and selection of the Inclusive Excellence Supplement, possible

disparities in parental leave policies between childbearing and non-childbearing parents, and campus practices around tracking faculty retention. The Council may pursue some of these issues for further discussion and analysis in the next academic year.

REVIEW OF SYSTEMWIDE ISSUES

Recommendations for Department Political Statements – comments submitted February 23, 2022

The Council reviewed recommendations from the University Committee on Academic Freedom addressing the freedom of campus academic departments to issue or endorse statements on political issues in the department's name. Members held a wide range of views on this complex issue, but were able to come to consensus, with one exception. Most members agreed that department statements on political, religious, or commercial issues should include a disclaimer that the statement does not represent the campus or university as a whole; departments should state how they came to a decision on a statement, e.g. by majority vote or their general rules of democratic governance; and vulnerable groups within a department, such as junior faculty, students, or staff, should have the opportunity to opt out of the statement via anonymous vote.

Presidential Policy on Affiliations with Certain Healthcare Organizations – comments submitted May 18, 2022

The Council recognized the importance of UC's medical centers entering into affiliations with other healthcare organizations to improve quality and access to care throughout California, particularly in underserved communities. Members agreed the proposed policy was critical for establishing standards for affiliations with organizations that have policy-based restrictions on care in order to protect the university's values and its commitment to provision of evidence-based care and to diversity, equity, inclusion, and accountability. They also identified some areas of concern within the policy around training and reporting. Members were concerned that patients might receive inconsistent information or referrals and recommended that UC provide staff at affiliated facilities with sufficient training so they would consistently inform patients about restrictions and alternative options. Members also noted that under the policy, health locations are tasked with reporting, and they wanted to ensure that UC health professionals' reports, complaints, and concerns about compliance would be fully received in each health location's report, which may require additional reporting mechanisms.

Proposed Revisions to APM-715: Leaves of Absence/Family and Medical Leave & APM-760: Family Accommodations for Childbearing and Childrearing – comments submitted June 15, 2022

Members were unanimously supportive of the proposed increase in the paid family leave benefit from 70% to 100% of eligible earnings. They acknowledged that this change may present financial challenges for some departments but agreed that eligible individuals should be able to take leaves for which they are entitled, and academic units should be responsible for absorbing the cost and finding coverage. Members also recommended that when this change is finalized and announced, the university should use the opportunity to communicate about leave policies and benefits overall.

REVIEW OF DIVISIONAL ISSUES

Naming Standards for Endowed Chairs – comments submitted December 15, 2021

Following approval of a controversial endowed chair in the School of Medicine, Chair Ho asked CEI and others to consider whether the Senate should develop naming standards for endowed chairs. The Council discussed the significance of naming, naming as an expression of values, current policies, and possible standards to adopt and the implications of doing so. Members held a wide range of opinions but generally agreed that any proposed standards should be broad enough to encompass a variety of

scenarios, and that standards for naming should be consistent with the university's mission of teaching, research and service, and its commitment to diversity, equity, and inclusion.

REVIEW OF DIVERSITY PLANS

School of Population and Public Health Pre-Proposal - comments submitted November 12, 2021 & May 9, 2022

In March 2022, the Senate received a revised pre-proposal to establish a School of Population and Public Health that addressed concerns from its previous review this past fall. In its review of the revised diversity plan, members suggested the school should engage students, staff, and non-Senate faculty in its decision-making processes and in developing its priorities in diversity, equity, and inclusion. Members also noted that the revised plan continued to lack specificity in some areas and welcomed more details whenever possible.

Master of Laws in Taxation Proposal – comments submitted January 31, 2022

The Council generally viewed the plan positively but offered suggestions to strengthen the proposal and the program's efforts to advance diversity, equity, and inclusion. Members appreciated the program's commitment to student mentoring and placement, as well as the opportunities it provided for students to gain hands-on experience interacting with community members via its low-income taxpayer clinic, for example. They also identified several areas for improvements such as surveying past students to gather their experiences in the program with regard to diversity, equity, and inclusion and climate issues; providing concrete plans for how the program will be attentive to gender diversity in future faculty hiring; and offering diversity fellowships to qualified students, depending on resources.

CEI CHAIR SERVICE

Chair Stoever served as representative to the systemwide University Committee on Affirmative Action, Diversity, and Equity (UCAADE). In this role, she attended four meetings over the course of the year and kept the membership apprised of UCAADE business. Sora Han served as an alternate representative to UCAADE.

Vice Chancellor Haynes invited Chair Stoever to serve on two campuswide groups. In February of last year, the Public Safety Advisory Committee (PSAC) released its report and recommendations for the transformation of public safety in the UCI community. Chancellor Gillman endorsed PSAC's recommendations and convened the Campus Safety Work Group (CSWG), on which Chair Stoever serves. The CSWG represents stakeholders from across campus and its goals include the development of a campus safety framework based on principles of safety, security, and justice. In consultation with PSAC, the Office of Equal Opportunity and Diversity, and others, the CSWG developed the UCI Community Safety Survey that gathered feedback from both the main campus and medical center this spring.

Last year, CEI identified a need for UCI to better support Native American students, staff, and faculty, and to consider the development of a land acknowledgment. A Land Acknowledgment Task Force was convened this year, and Chair Stoever serves on the Task Force. Chair Stoever additionally directs the UCI Initiative to End Family Violence and the UCI Law Domestic Violence Clinic and provides service in these and other capacities.

COUNCIL PRESENTATIONS

- *Preston Reed, Principal Research Analyst, Divisional of Institutional Research, October 2, 2021.* Principal Analyst Reed presented information about faculty demographics for pay equity studies.
- *Doug Haynes, Vice Chancellor for Equity, Diversity and Inclusion, December 6, 2021.* Vice Chancellor Haynes gave an overview of the Office of Inclusive Excellence's funding programs for faculty.
- *Marcelle Hayashida, Associate Vice Chancellor for Wellness, Health & Counseling Services, December 6, 2021.* Associate Vice Chancellor Hayashida gave an overview of UCI's five-year plan for the Equity in Mental Health Funding Program.
- *Patty Morales, Associate Vice Chancellor of Enrollment Management and Dale Leaman, Executive Director of the Office of Undergraduate Admissions, February 7, 2022.* Associate Vice Chancellor Morales and Director Leaman gave a brief overview of the Transfer Admission Guarantee Program and its impact on diversity.
- *Doug Haynes, Vice Chancellor for Equity, Diversity and Inclusion, February 7, 2022.* Vice Chancellor Haynes gave an update on the efforts of the Campus Safety Work Group.
- *Eli Pascal, Interim Director of UCI CARE, April 4, 2022.* Interim Director Pascal shared information about CARE's free and confidential support, programming, and advocacy services available to students, staff, and faculty impacted by sexual assault, relationship abuse, family violence, or stalking.

COUNCIL MEMBERSHIP

Voting Members

Jane Stoever, Law – Chair
Andres Bustamante, Education (Substitute – Fall 2021)
Michael Carey, ICS (Substitute - Spring 2022)
Phang-Lang Chen, Medicine (Basic Science)
Kristen Davis, Engineering
Karen Edwards, Health Sciences (Public Health)
Sora Han, Social Ecology
Ian Harris, ICS (Fall 2021 & Winter 2022)
Svetlana Jitomirskaya, Physical Sciences
Adriana Johnson, Humanities
Pavan Kadandale, Biological Sciences
Chuchu Liang, Business
Jennifer Pastor, Arts
Davin Phoenix, Social Sciences
Judith Sandholtz, Education (Winter & Spring 2022)

Ex Officio (Non-Voting) Members

Douglas Haynes, Vice Chancellor for Equity, Diversity and Inclusion
Diane O'Dowd, Vice Provost for Academic Personnel

Report prepared by Gina Anzivino, CEI Analyst