

COUNCIL ON EQUITY AND INCLUSION (CEI) 2022-23 ANNUAL REPORT

To the Irvine Divisional Assembly:

The Council on Equity and Inclusion (CEI) respectfully submits its report of activities for the 2022-23 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 Stoeber, Clinical Professor of Law, chaired the Council in 2022-23. The Council met eight times during the academic year, primarily via Zoom videoconference.

PRIORITY COUNCIL ISSUES

Informal/Invisible Mentoring Guidance

The Council identified informal, or “invisible,” mentoring as a significant issue impacting some faculty in their academic personnel reviews, and often disproportionately impacting women, faculty of color, first-generation faculty, and LGBTQ faculty, among others. CEI defined informal/invisible mentoring as situations in which faculty provide informal support to students or colleagues who may be experiencing academic, career, or personal challenges and seek out additional support. Members raised this issue with the Council on Academic Personnel (CAP), reviewed relevant literature, and drafted guidance and examples of how faculty could describe their informal/invisible mentoring efforts within the appropriate personal statement(s) in their merit and promotion files for CAP’s consideration.

Following review and feedback from CAP, the Vice Provost for Academic Personnel, the Chancellor’s Inclusive Excellence Professors, and Senate leadership, the guidance was finalized and was disseminated in several ways. The Senate and Academic Personnel (AP) coordinated messaging to faculty, chairs, and deans; AP and CAP discussed the guidance at summer faculty meetings on preparing files for review with a plan to do so again in fall; and AP updated its guidance for teaching/mentoring, service, and inclusive excellence statements accordingly.

REVIEW OF SYSTEMWIDE ISSUES

Draft Presidential Policy on Abusive Conduct – comments submitted October 11, 2022

The Council reviewed a second version of the proposed policy and continued to have questions and concerns about the “reasonable person” versus “objectively offensive” standard, lack of local implementing procedures, the removal of “civility” from the policy, and several other areas where clarification or additional information would be helpful.

Open Educational Resources (OER) Task Force – comments submitted December 19, 2022

The Council responded to questions from the task force related to faculty incentives for adopting OER materials, necessary OER support infrastructure, and other opportunities or obstacles to adopting OER materials across disciplines.

Presidential Policy on Vaccination Programs – comments submitted January 10, 2023

The Council did not raise any significant concerns about the revised policy overall but did note the administrative burden involved with tracking employee compliance. Members appreciated that the policy builds in flexibility and responsiveness to current public health conditions when more restrictive or protective requirements are needed.

Proposed Presidential Policy on Anti-Discrimination - comments submitted April 4, 2023

Members were unanimously supportive of the proposed policy and appreciated that there was no time limit for reporting. However, they still had several questions and concerns about the authority of the Local Implementation Officer and the potential for confusion from overlapping policies. Some members would also like to see caste discrimination covered in the policy.

Presidential Policy on Responding to Immigration Enforcement Issues Involving Patients in UC Health Facilities – comments submitted May 4, 2023

The Council was unanimously supportive of having a policy around this complex and sensitive issue but would like the policy to be more patient centered than focused on immigration enforcement. Members also raised concerns about some policy language that appears to give health facility staff discretion in responding to requests from immigration officers. They would like to see the language clarified to avoid arbitrary or discriminatory application and provide consistency in protecting patient information and fostering trust.

REVIEW OF DIVISIONAL ISSUES

CNLM Junipero Serra Plaque – comments shared at December 6, 2022 Cabinet meeting

The Council was asked to provide feedback on the removal of a plaque dedicated to Junipero Serra that was part of a donor gift and is located at the Center for the Neurobiology of Learning and Memory (CNLM). Members agreed that the plaque should be removed or renamed, with some recommending that the campus should take additional steps such as recognizing the resilience of the communities harmed by the mission system created by Junipero Serra.

REVIEW OF DIVERSITY PLANS

School of Population and Public Health Proposal - comments submitted June 12, 2023

Members acknowledged the proposers' efforts to address previous feedback and appreciated increased faculty, staff, and student involvement in the re-envisioned plan, and supported moving the proposal forward. At the same time, they identified several areas the future school's leadership should keep at the forefront including equity among departments with regard to allocation of resources, workload, and academic year versus fiscal year faculty appointments.

Master of Education Sciences with a Concentration in Learning Analytics Proposal – comments submitted June 12, 2023

Members supported the plan overall and appreciated the School of Education's deep commitment to diversity, equity, and inclusion. They identified several areas that could be improved or clarified, such as the program's domestic student recruitment goals, as well as multiple discrepancies about the program's core faculty that should be corrected in the final version of the proposal.

CEI MEMBER SERVICE

Jane Stoeber served as representative to the systemwide University Committee on Affirmative Action, Diversity, and Equity (UCAADE). In this role, she attended three meetings over the course

of the year and kept CEI members apprised of UCAADE business. Chair Stoever also served as UCAADE representative on a systemwide working group seeking to codify principles of achievement relative to opportunities permanently.

Chair Stoever continued to serve on the campus Land Acknowledgment Task Force and participated in listening sessions with the Vice Chancellor for Equity, Diversity and Inclusion candidates and in stakeholder meetings with the finalists for the position. She also participated in a table dialogue on *Examining Campus Climate* at the Office of Inclusive Excellence's Institute on Equity, Diversity and Inclusion; and attended two meetings with reviewers as part of WSCUC's reaffirmation of accreditation site visit to UCI.

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.

Sora Han served on the search committee for the new Vice Chancellor for Equity, Diversity and Inclusion. She also served as an alternate representative to UCAADE and attended one meeting.

Judith Kroll was confirmed to serve as Senate representative for the UC Gender Recognition and Lived Name (GRLN) project. In this role, she will be part of a group that will review exception/extension requests from campus units that are not able to be compliant with the GRLN policy between now and December 15, 2023.

COUNCIL PRESENTATIONS

- *Brian Sato, Associate Dean, Division of Teaching Excellence and Innovation (DTEI), November 7, 2022.* Associate Dean Sato gave an overview of DTEI resources for instructors, particularly those related to diversity, equity, and inclusion in the teaching space.
- *Theresa Duong, Pedagogical Wellness Specialist, DTEI, December 5, 2022.* Dr. Duong gave a presentation on the position and the services it provides to instructors.
- *Pheather Harris, Director, Campus Alliance for Minority Participation, January 9, 2023.* Dr. Harris gave an overview of the project, "Improving STEM Degree Completion with Professional Development to Support Inclusive and Equitable Classroom Practices."
- *Adam Kasarda, Director, Disability Services Center (DSC), February 6, 2023.* Director Kasarda shared information about students' experiences and accommodation needs, DSC services offered, and gaps or challenges meeting campus needs.
- *Wendy Pawling, Disability Management Specialist, Human Resources, June 5, 2023.* Wendy Pawling gave an overview of services and support for faculty and staff who need reasonable accommodations and explained the interactive process.

COUNCIL MEMBERSHIP

Voting Members

Jane Stoever, Law – Chair

Kristen Davis, Engineering

Karen Edwards, Health Sciences (Public Health)

Anton Gorodetski, Physical Sciences

Sora Han, Social Ecology

Cynthia Haq, Medicine

Ian Harris, ICS
Adriana Johnson, Humanities
Pavan Kadandale, Biological Sciences
Judith Kroll, Education
Chuchu Liang, Business
Jennifer Pastor, Arts
Davin Phoenix, Social Sciences

Ex Officio (Non-Voting) Members

Rodrigo Lazo, Interim Vice Chancellor for Equity, Diversity and Inclusion
Diane O'Dowd, Vice Provost for Academic Personnel

Representatives

Nicole Carpenter, LAUC-I
Ricardo Gonzalez, ASUCI
Zoe Miller-Vedam, AGS

Consultant

Preston Reed, Division of Institutional Research

Report prepared by Gina Anzivino, CEI Analyst