

June 1, 2018

TO: Maria Pantelia, Chair, Irvine Division Senate

FROM: Senate Ad Hoc Diversity Committee
Donovan German, Biological Sciences
Jonathan Glater, Law
Michael Hooker, Arts
Valerie Jenness, Social Ecology, Chair
Andrew Penner, Social Sciences
James Steintrager, Humanities
Isabella Velicogna, Physical Sciences

RE: Recommendation for the Irvine Division of the Academic Senate to constitute a Council on Equity and Inclusion

In response to your request that we serve as an ad hoc committee to consider the wisdom and viability of constituting a stand-alone committee on diversity, as articulated in your memo dated April 16, 2018, we recommend that the Irvine Division of the Academic Senate constitute a Council on Equity and Inclusion. Below are the details of our recommendation.

This recommendation and attendant details are agreed upon by the members of the ad hoc committee. It is informed by considerable discussion and deliberation by the ad hoc committee, which met three times during Spring 2017, as well as consideration of the ways in which other UC campuses have employed this type of committee or council. The ad hoc committee also consulted with the following:

- Wei-Chun Chin, Chair, Committee on Diversity and Equity, UC Merced
- Pete Ditto, Chair, Council on Academic Personnel, UC Irvine
- Steven Gross, Chair, Council on Planning and Budget, UC Irvine
- Bruce Haynes, Chair, Committee on Affirmative Action and Diversity, UC Davis
- Douglas Haynes, Vice Provost, Office of Inclusive Excellence, UC Irvine
- Glen Mimura, Chair, Graduate Council, UC Irvine
- Hugh Roberts, Chair, Council on Educational Policy, UC Irvine
- Vickie Scott, Chair, Committee on Equity, Diversity, and Inclusion at UC Santa Barbara

- Catia Sternini, Chair, Committee on Diversity, Equity and Inclusion at UC Los Angeles.
- Suveen Mathaudhu, Chair, Diversity and Equal Opportunity Committee, UC Riverside
- Nina Bandelj, equity advisor, School of Social Sciences, UC Irvine
- Rossella Santagata, equity advisor, School of Education, and Academic Planning Group member, UC Irvine.

We are pleased to report that everyone with whom we consulted expressed support for the recommendation for the Irvine Division of the Academic Senate to have a council of the type proposed below.

If our recommendation to install a Council on Equity and Inclusion is accepted, then it makes sense to rename the Council on Faculty Welfare, Diversity and Academic Freedom. Finally, we think it is a good idea to let the inaugural Council on Equity and Inclusion determine their agenda within the broad parameters delineated below.

NAME

The Council on Equity and Inclusion

CHARGE

The Council on Equity and Inclusion acts for the Division in all matters related to equity, inclusion, and diversity. It will:

1. Confer with Academic Senate councils and other campus entities, including but not limited to the Academic Planning Group, the Council on Academic Personnel, the Graduate Council, the Council on Educational Policy, and the Council on Faculty Welfare, Diversity and Academic Freedom.
2. Assess policies and practices related to advancing equity, inclusion, and diversity at UCI.
3. Make recommendations to appropriate campus entities to advance UCI's commitment to equity, inclusion, and diversity.

This commitment is fundamental to advancing the campus's mission as a public research university and thus of central concern to the Academic Senate.

Because the University of California serves the interests of the State of California, UCI must achieve diversity among its student bodies and employees. Talented students, staff, and faculty from all backgrounds must have fair access to the University. They must also perceive that they have such access. Equitable processes and an inclusive climate directly promote diversity. As used here, "diversity" refers inclusively to all distinctions based on race, ethnicity, gender, class, age, citizenship, disability, sexual orientation, religious or political beliefs, status within or outside the university, or other differences among people that may be subject to bias on the part of others. Equity, inclusion, and diversity are integral to UCI's achievement of excellence.

RESPONSIBILITIES

The Council is concerned with equity, inclusion, and diversity in academic programs, faculty personnel, and university governance, as well as campus climate more generally. The Council's responsibilities include, but are not limited to, the following:

1. Confer with and advise the Chancellor and Executive Vice Chancellor and Provost on matters of equity, inclusion, and diversity.
2. Further campus accountability related to equity, inclusion, and diversity by receiving and commenting on reports related to the Council's charge. These reports shall include data from Schools and the Campus on recruitment, advancement, and retention of faculty and parallel data on undergraduate and graduate students (among which Academic Program Reviews, Climate Surveys, and Inclusive Excellence Data on Accountability and Assessment). The Council will also proactively request institutional research related to its charge and make recommendations based on such research.
3. Initiate action by recommending changes of policy or practice.
4. Maintain liaison with the University Committee on Affirmative Action and Diversity.

MEMBERSHIP

The membership of the Council shall reflect the diversity of the community it serves and will include:

1. At least eight voting faculty, representing a broad range of academic units, with each member serving staggered three year terms.

2. The Vice Chancellor of Inclusive Excellence and the Vice Provost for Academic Planning as ex officio, non-voting members.
3. Two student representatives (one undergraduate and one graduate).
4. A member of the Office of Institutional Research as a consultant.

Appropriate administrative officers and staff members may be invited to serve as consultants.