

Ethnic Diversity Committee Meeting (EDC)
February 1, 2021
Minutes

In attendance: Tom, Carlos, Gabriel, Charles, Sneha, Kemi, Brian, and Lucinda.
Absent: Anthony.

1. Dr. Antwan Jefferson, Chair of the [Equity Task Force \(ETF\)](#).

- Dr. Jefferson joined us for the first 30 minutes of our meeting.
- ETF has developed Action Teams (made up of students, staff and faculty) to dive deeply into the following key areas: People, Curriculum, and Environment. Additionally, there are 3 Action Teams that provide resources to the aforementioned teams. They focus on Policy, Data, and Exemplars.
- Dr. Jefferson has proposed that EDC connect in some way to the Action Teams on People and Curriculum.
- Antwan explained the mission of the equity taskforce. How it was formed and to what purpose. 14 members total. 6 action teams. Two-prong approach. It is one of the eight vision teams for the University. Timeline includes final report in April 2021 with Chancellor Marks' presentation to the Regents.
- Brian is involved in the curriculum taskforce. Brian is concerned with how much oversight and implementation the EDC committee and the taskforce can/will have.
- Charles is involved in one of the action teams. Strategic view of the campus "We want in 2030." What will UCD be in 2030?
- Antwan further explained a possible EDC connection with the people area/action team in relation to the taskforce. Any available survey data or any available background data.
- He explained how this committee can become a resource into implementation both short and long term of these new task force proposals. The task force does have influence in allocating certain monetary resources to different goals.
- Sneha, discussed about the task force groups, women of color initiatives, and how many of these commitments are scheduled in the mornings (including the DEI Certificate classes) which can be conflictive with service obligations, research, and family life in many ways. She feels being left out and expressed her frustration with this specific issue.
- Charles seconds how important these issues discussed by Sneha are and how they can also affect their promotion and tenure path.
- Brian expressed his observation of not having as many tenured professors in the task force breakout groups as he would have expected. He discussed the amount of staff and students included as being disproportionate.
- Tom suggested sending him any questions and he would pass those along to Antwan.

2. **Approve December Minutes.** Motion to approve: Lucinda. Second: Sneha. All in favor.
3. **EDC Survey of Faculty and the CU System-wide Campus & Workplace Culture (CWC) Survey**
 - CDO Theodosia Cook and her colleagues are formulating a CU System-wide Campus & Workplace Culture (CWC) Survey. This will include questions related to diversity and inclusion.
 - The EDC voted previously that Tom should reach out to Theodosia to request that we have some input in shaping the questions in the CWC to reflect our concerns.
 - While Tom has reached out to her repeatedly to ask for more information on the CWC, to tell her of our interest in possibly providing input on it, and to ask her for the timeline for its completion, he has yet to receive a clear response from Dr. Cook's office or staff!
 - ***Given the unknown the status of the CWC, and the EDC's ability to provide input on it, should we continue to work on our own survey?***
 - Sneha formulated a short list of possible survey questions that she shared with the committee at our October meeting. Based on EDC member suggestions at that time, she reworked those and will resubmit them to the committee.
 - Sneha proposed making sure we add questions that are sometimes forgotten, overlooked, or not as "popular" as other dealing with different but equally important issues and populations.
 - Should we go forward with our own survey?