

PROPOSED REVISION OF DAVIS DIVISION BYLAW 52:

Committee on Affirmative Action and Diversity

Submitted and endorsed by the Committee on Affirmative Action and Diversity.

Endorsed by Executive Council.

Rationale: The revision to Davis Division Bylaw 52, Committee on Affirmative Action and Diversity, is the change of the committee's name to the Committee on Diversity, Equity and Inclusion as the current name of Affirmative Action and Diversity is outdated. The revision also includes the removal of ex-officio Associate Executive Vice Chancellor for Campus Community Relations in 52.A as this title no longer exists, and replaced it instead with the Vice Chancellor for Diversity, Equity and Inclusion. The term "affirmative action" has also been removed from 52.B.1, 52.B.2, and 52.B.3 in effort to remain consistent with the change in the committee's name. There have also been additions of the terms "equity" and "inclusion" made in 52.B.1 as a result of the change in committee name and is referred to throughout the rest of the bylaw as "DEI" (52.B.2, 52.B.3, 52.B.4, and 52.B.5). 52.B.1 has an updated definition for diversity that falls in line with Regents Policy 4400. 52.B.2 has been adjusted to provide a clearer range of topics for reports that can be reviewed by the committee to promote DEI accountability throughout the campus. What was previously listed as 52.B.2. has been removed as affirmative action will no longer be in the charge of the committee and the committee has not monitored aspects of the Educational Opportunity Program (now called the Office of Educational Opportunity and Enrichment Services) in the last few years and feels it no longer applies to the work done by the committee. Additional sections have also been added to 52.B (52.B.4, 52.B.5, 52.B.6) based on research done on the charges of similar committees on other UC Senates and with the goal of providing a clearer framework for future committee members on the work that can be expected as a member of this committee. The addition of 52.B.7 is a result of a collaboration between the Academic Senate office and the Office of the Chancellor on a fellowship that was initiated in 2019-2020.

Proposed Revision: Davis Division Bylaw 52 shall be amended as follows. Deletions are indicated by ~~strikeout~~; additions are in bold type.

52. ~~Affirmative Action and Diversity~~ **Diversity, Equity and Inclusion** (Renum 5/24/2001)

A. This committee shall consist of seven members of the Academic Senate, the ~~Associate Executive Vice Chancellor for Campus Community Relations~~ **Vice Chancellor for Diversity, Equity and Inclusion** non-voting ex officio, one undergraduate student representative, one graduate student representative, and three representatives appointed by the Davis Academic Federation. (Am. 10/20/97) (Am. 9/1/2010)

B. The committee shall have the following duties, which may be overseen by a subcommittee of its members and others: (Am. 9/1/2010)

1. To advise the Chief Campus Officer and the Davis Division on general policies and practice bearing on ~~affirmative action~~, and diversity, **equity, and inclusion (DEI)** for academic personnel and academic programs. As used here, ~~"affirmative action" refers to policies and programs concerning African Americans, Chicanos/Latinos/Hispanics, Asian Americans/Pacific Islanders, American Indians/Alaskan Natives, women, persons with disabilities, special disabled veterans and Vietnam era veterans,~~ while "diversity" refers **to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, citizenship, political beliefs, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.** ~~inclusively to all distinctions based on race, ethnicity, gender, 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.~~

2. ~~To monitor all aspects of the Educational Opportunity Program and Student Affirmative Action, with special attention to the problems of admission and retention of culturally diverse and economically disadvantaged students.~~

32. To promote campus accountability by requesting and reviewing reports related to the Committee's charge, including undertake undertaking studies of affirmative action and diversity DEI policies and practices and to advise advising the Chief Campus Officer, the Davis Division and relevant campus units accordingly. These studies should include **but not be limited to** data and analyses provided by the campus administration on:

- a. the recruitment, admission, retention, mentorship, appointment, assignment to duties, salaries, advancement, and/**or** separation from employment of members of groups identified by the Committee as the subject of its concern;
- b. events having either a positive or negative impact on ~~diversity~~ **DEI**; and
- c. steps taken to create a supportive environment for ~~all members of~~ the campus community.

43. To advise the Divisional Committees on Academic Personnel and Admission and Enrollment regarding ~~affirmative action and diversity~~ **DEI** issues within the jurisdiction of those committees.

4. To engage with relevant administrative, academic units, and academic departments on issues related to DEI and campus climate (e.g., DEI Office, Provost's Office, Center for Advancement of Multicultural Perspective on Social Sciences, Arts, and Humanities (CAMPSSAH), Center for Advancement of Multicultural Perspectives on Science (CAMPOS), Academic Affairs, Student Affairs, Undergraduate Education, Graduate Studies, Center for Educational

Effectiveness (CEE), Ombuds, Office of Educational Opportunity and Enrichment Services, etc.).

5. To engage with the DEI office and campus DEI committees regarding facilitating the disclosure of best practices for departments, colleges, schools, and other campus units.

6. To select nominees to receive the Chancellor's Fellowship for Diversity, Equity, and Inclusion based on guidelines established by the Office of the Chancellor and this committee. The names of the recipients shall be presented to the Office of the Chancellor for final approval.

57. To report annually to the Davis Division on policies and practices.