

General Body Meeting

10.25.17 ~ KL 232

Agenda

- Intros
- Updates
- Check-In
- Dr. Mario Sifuentez
- Discussion
- Reminders and Events

Meeting starts 11:39am

Intros

- Name
- Department
- How you identify as a person of color

Updates

We now have an email address – sfca@ucmerced.edu All email communications will be sent via this email. ☺ All general inquiries can be sent to the general SFCA email.

We also have the agenda from Tiombe who will be facilitating the retreat. Even if you can't make it to the entire retreat, you can choose what section you want to attend. The retreat agenda has been attached to

Check-in

Conversations took place about the film "Coco" and navigating Thanksgiving with the acknowledgement of its historical background.

Dr. Mario Sifuentez

Mario Sifuentez is a History professor in SSHA

There is a working group across the UC with the purpose of creating a guiding document for all UC Campuses to adopt uniform hiring practices that prioritize and value diversity. The working group is working from a grant by the University of California Humanities Research Institute to look into issues related to staffing. There exists a UC group for faculty recruitment and hiring, but there is no UC wide organization for staff hiring. There is currently no staff or non-senate faculty representation on this group; if you are interested, please email Mario Sifuentez.

What is currently in place?

At UC Merced, there's a faculty equity advisor that ensures there is diversity in faculty search committees. For example, if a final selection group turns up four white male candidates when the original applicant pool had 50% Latinxs, the faculty equity advisor has the power to restart the search. Currently, the faculty equity advisor only exists on four UC campuses.

How is Merced doing in regards to diversity?

Multicultural Centers

There's a severe lack of student space; no cultural center that most UC's have. There is no multicultural center planned in the 2020 plan. Requests from students, staff, and faculty to include a center in 2020 have been quickly rejected. UCHRI hopes to support campuses that want a multicultural center.

Staffing

UC Merced draws on a pool of applicants that are conservative and white. Staff and Faculty have performed additional emotional labor when students vocalize racial bias from an instructor or staff. The UCHRI group revealed that some UC's, such as Berkeley, requires a diversity statement as part of the application process. The reported diversity among staff shows that UC Merced is making satisfactory progress, however, SFCA would like to take a second look at the demographic data.

UCHRI (UC Humanities Research Institute) will work for the next year to create this document to make diversity staffing processes uniform. If you have any feedback, experiences, or questions, you can contact Mario Sifuentez at msifuentez@ucmerced.edu

Discussion

Staffing Diversity Data

When the SFCA leadership team was writing a Diversity, Equity, and Inclusion grant for SFCA, they reviewed the data from Campus Climate Survey. Questions arose about how the data was interpreted; "faculty" is broken down into many levels (tenured, tenure-track, etc.), but staff is not. Are our staff of color concentrated in certain divisions?

Data used to submit DEI grant for SFCA can be found online:

<https://diversity.ucmerced.edu/data-reports/2016-17>

Application Process

When one of our members applied to work at UC Merced, they were required to submit five references, which seemed intimidating. It is believed that HR only

requires three references, but asks for five in case recommenders do not respond. SFCA will reach out to HR and ask for clarification.

Search Committees and Hiring

HR was working on a process to address the way search committees function. The initial idea was to have heads of search committees go through a training. SFCA will reach out to get clarity on that process, (potentially Brian Powell or David Allington).

Multicultural Center

There is no multicultural center planned for 2020. It has been communicated that there is no space in the plan and that the need is non-existent (UC Merced's diversity efforts are good enough). It is unclear what is going to happen to spaces currently filled once they move to new offices. There is supposed to be a committee including students and campus representatives to include student needs.

Surveys

A student survey was distributed where students selected their priorities as UC Merced expands. Multicultural center was not an option in the survey, so it's hard to assess exactly how much students want a center.

There is also a campus climate survey sent only to staff. At the December 8th retreat, we will brainstorm some questions on that survey to propose to be added to the staff survey.

Student Divide/Climate

We know that there's a divide within our graduate students and a divide within our undergraduate students. Most of the divide centers around who a center should be for; either an intercultural centers or an individual space for every racial and ethnic group. There are divides in approaches; some students trust staff and faculty while others don't. Jonathan Grady (Dean of Students) is working with student leaders to bring them together to talk about strategy with the focus of creating a common goal. Currently, students seem to prioritize the creation of study spaces and not cultural centers. If there are students who are looking to organize and need support, you can refer them to Jonathan Grady at jgrady2@ucmerced.edu.

Role of Chancellor and SFCA

We can invite the chancellor to a SFCA meeting; Chancellor Leland is often unaware that these issues exist but is overall responsive to these. The Staff and Faculty of Color Association is not an advisory committee, meaning we have the advantage of being more authentic about our experiences.

Reminders and Events

Dinner with Jerry Kang

Jerry Kang of UCLA has agreed to have an evening dinner with Staff and Faculty of Color Association members on December 4th. Those interested must RSVP using the email link that was sent earlier last week.

SFCA Retreat

December 8th, all day. More information to come via email, but RSVP using link sent in email.

Bilingual Training

If you are interested in translating in Spanish for families at orientation, there will be a meet and greet to discuss an opportunity on January 30th at 2pm. More info to come, but please contact Yesenia Curiel if interested.

Meeting ends at 12:56pm