Committee on the Status of Women & Ethnic Minorities
2009-2010 Annual Report

In fulfilling its charge as established in the by laws of the Berkeley Division of the Academic Senate, the Committee on the Status of Women & Ethnic Minorities (SWEM) carried out the following activities during the 2009-2010 academic year:

**Departmental Program Reviews:** Italian Studies; Ethnic Studies; Earth & Planetary Science; Electrical Engineering and Computer Science; Architecture; Business; Film Studies; and South & Southeast Asian Studies.

**Other activities:**
Commented on recommendations from the Task Force on Senate Organization and Effectiveness.

The new electronic biobib form will include a separate “Diversity Statement” section to allow faculty to describe their contributions to promoting diversity, inclusion, and equal opportunity as provided for under the Academic Personnel Manual section 210.1.d. The VC-E&I has acknowledged the committee’s important involvement in seeing this project to fruition.

The Chair and Vice Chair, along with the VC-E&I and staff from the office of Faculty Welfare, began updating the SWEM Tenure Guide and developing a new faculty advancement guide.

The VC-E&I is exploring the committee’s suggestion to have certain Equity Advisors appointed to departmental Vice Chair status.

**Guests:**
College of Engineering Dean Shankar Sastry and Associate Executive Dean Masayoshi Tomizuka met with the committee to discuss the College’s programs to attract underrepresented minority students, and new efforts underway to achieve greater diversity. SWEM and EECS faculty member Professor Pruitt is a on the newly formed College of Engineering Task Force on Diversity & Inclusion.

Vice Chancellor-Student Affairs Harry Le Grande was invited to outline initiatives his office is taking to ensure that undergraduate student diversity remains a central focus of the Berkeley campus.

VC-Equity and Inclusion (VC-E&I) Gibor Basri presented his draft Strategic Plan for Equity, Inclusion, and Diversity for the committee’s comments.

Professors Robert Jacobsen, member, UC Commission on the Future, Access and Affordability working group, and Professor Mary Firestone, member, Size and Shape Working Group, met with the committee to discuss progress with diversity issues. The SWEM representative to the UCAAD reported that the committee’s follow-up letter on diversity to the UC Commission on the Future’s Working Group on Access and Affordability had a positive influence on its recommendations.
Nzingha Dugas, Director, African-American Student Development, met with the committee in the wake of incidents on several campuses targeting minority students. As a result of this meeting, the committee wrote to Senate Chair Kutz conveying its serious concerns about the safety and academic well-being of undergraduate African-American students at Berkeley. The committee offered several proposals that the campus leadership can implement to ensure that African-American students are safe and welcome on the Berkeley campus. The Divisional Council endorsed these recommendations and a meeting with DIVCO representatives and the VC-E&I was set for early summer to discuss the situation.

Continuing the tradition begun two years ago, the outgoing BIR Chair David Lieberman and incoming BIR Chair Jeffrey Knapp met with the committee to discuss issues of mutual interest.

*Members of the 2010-11 committee:*
Garrison Sposito, Chair
Pheng Cheah, Vice Chair  Nicholas Paige
Paola Bacchetta  Karl Pister
Thomas Biolsi  Lisa Pruitt
Meg Conkey (UCAAD rep)  Leti Volpp
Darlene Francis  Jenny Ji (ASUC)
Ori Ganor