

*APPROVED*

**BERKELEY DIVISION OF THE ACADEMIC SENATE  
COMMITTEE ON DIVERSITY, EQUITY, AND CAMPUS CLIMATE  
ANNUAL REPORT  
2015-16**

In fulfilling its charge as established in the by-laws of the Berkeley Division of the Academic Senate, the Committee on Diversity, Equity, and Campus Climate (DECC) carried out the following activities in the academic year 2015-16.

***Activities***

- Committee members participated in the following Academic Program Reviews:
  - African-American Studies (Professor Vissing-Jorgensen)
  - Statistics (Professor Wehrheim)
  - Geography (Professor Brizuela)
  - School of Education (Professor Perloff)
  - Music (Professor Mosalam)
  - Philosophy (Professor Ahn)
  - School of Journalism (Professor Lanzara)
  - School of Public Health (Professor Wang)
  - Industrial Engineering and Operations Research (Professor Zohdi)
  
- Along with several other representatives from campus constituencies, Chair Jones was invited to meet with the Chancellor to offer suggestions on how policies and procedures covering sexual harassment and violence could be strengthened to better support victims. In January, the Chair participated in a meeting at the Office of the President that focused on changes to systemwide policies and procedures for handling and investigating complaints. In late spring, Chair Jones was appointed to the Chancellor's Committee on Sexual Harassment and Sexual Violence.
  
- DECC will be one of the Senate committees involved in reviewing and evaluating proposals for reconfiguring academic units and administrative structures. To this end, the committee developed a framework to evaluate such initiatives:
  - How will recruitment of URM and women faculty be affected by any administrative or academic realignment? How will targets of opportunity be handled?
  - Does the realignment contribute to enhancing Berkeley's excellence?
  - How will the initiative impact a school, department or other academic unit's strategic plan for equity and diversity? Is it compatible with ongoing efforts in the unit? Will it spur efforts in an academic unit that has lacked diversity?
  - How will the proposed restructuring advance campus goals of diversity, equity, and an inclusive climate?
  - What criteria was used to develop the initiative? How will it be evaluated?
  
- The 2016 nominee for the Leon C. Henkin Citation for Distinguished Service was forwarded to the Divisional Council for endorsement. It will be included on the agenda for the first DIVCO meeting in fall semester.

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### ➤ **Commented on:**

- The Proposed Revised Presidential Policy on Sexual Violence and Sexual Harassment
- Academic program reviews:
  - Political Science
  - School of Education
  - Music
  - African-American Studies
  - Demography

### **Other:**

- DECC will be one of the Senate committees involved in reviewing and evaluating proposals for reconfiguring academic units and administrative structures. To this end, the committee developed a framework to evaluate such initiatives:
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  - Does the realignment contribute to enhancing Berkeley's excellence?
  - How will the initiative impact a school, department or other academic unit's strategic plan for equity and diversity? Is it compatible with ongoing efforts in the unit? Will it spur efforts in an academic unit that has lacked diversity?
  - How will the proposed restructuring advance campus goals of diversity, equity, and an inclusive climate?
  - What criteria was used to develop the initiative? How will it be evaluated?
- The committee's by-law was revised and approved by the Berkeley Division at its May 3, 2016 meeting. Added to the list of duties is its role in representing the Division on student issues and concerns involving diversity, equity, and academic support. The revision clarified that DECC will have a representative on the systemwide University Committee on Affirmative Action, Diversity, and Equity (UCAADE) and the University Committee on Preparatory Education (UCOPE). Finally, the annual nomination for the Leon C. Henkin Citation for Distinguished Service was added to the committee's duties.
- Professor Francis was the representative on the University Committee on Preparatory Education (UCOPE) and Professor Siu sat on the University Committee on Affirmative Action, Diversity, and Equity (UCAADE). Professor Francis also served on the University Athletic Board Gender, Equity and Diversity subcommittee.

### **Guests:**

Senate Chair Ben Hermalin  
Committee on Committees Chair Juana Rodriguez  
VP for the Faculty Janet Broughton  
Representatives from the graduate student union, AUW 2865, Erin Greer, Maggie Downey, and Clare Stinchcombe

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**2015-16 DECC members:**

Donna Jones, Chair

David Ahn

Natalia Brizuela

Darlene Francis

Nikki Jones

Alessandra Lanzara

Trinh Minh-ha

Khalid Mosalam

Todd Olson

Jeffrey Perloff (fall)

Janelle Scott

Lok Siu

Annette Vissing-Jorgesen

Wally Wang

Katrin Wehrheim

Tarek Zohdi

Joshua Park (fall) and Kathy Tran (spring – ASUC representatives)

Iman Sylvain – Graduate Assembly representative