

COVID Equity Impact During the COVID Evaluation process (lecturer faculty) and evaluation, retention, promotion or tenured/tenure-track faculty. The Task Force will deliver its recommendations to the Academic Senate in a report in spring 2021 and again in spring 2022.

Specifically, the Task Force will:

1. Develop a campus-wide set of informed best practices for how evaluate candidates' files through an equity lens, so as not to perpetuate inequities during the Covid pandemic, particularly for parents & caregiving faculty, including for women and faculty of color. These will:
 - a. Equip evaluators and administrators with equity-informed strategies to reduce bias during evaluation
 - b. Inform and educate RTP evaluators about potential biases that could develop during the evaluation process
 - c. Inform and educate those conducting lecturer evaluations about potential biases that could develop during the evaluation process
 - d. Provide input to the Academic Senate on equity issues for university processes that could inadvertently harm faculty reviews due to the pandemic
2. Create procedural guidelines that address:
 - interpret these statements
3. Offer structural changes for College and Department COVID Equity Academic

University Library, with knowledge and expertise in equity and the structural impediments the COVID pandemic has had on faculty careers, particularly those who have knowledge of the experience of

trans and cis--faculty members), selected by the Academic Senate Executive Committee. At least one faculty member should have experience serving on a college RTP committee.

2. 2 lecturer faculty members from different academic Colleges, with knowledge and expertise in equity *and* the structural impediments the COVID pandemic has had on faculty careers, particularly those who have knowledge of the experience of parents and caregivers (especially women-both trans and cis--faculty members), selected by ed