April 12, 2021

To: Shane White, Chair, UCLA Academic Senate

From: Andrea Kasko, Chair, Graduate Council

Re: Moreno Recommendations Implementation Committee (MRIC) Report

At its meeting on April 9, 2021, the Graduate Council discussed the Moreno Recommendations Implementation Committee (MRIC) Report.

Members endorsed the Undergraduate Council’s suggestions in their memo dated April 7, 2021:

1) To establish a formal, annual meeting with the Office of Equity, Diversity, and Inclusion (EDI) as part of the Senate’s program review process, which is conducted by the Council in coordination with the Graduate Council. For several years now, the Vice Chancellor of EDI attends each program review site visit’s exit meeting. An annual meeting could serve the purpose of understanding EDI trends across all program reviews conducted that year, as well as aligning on next steps for reviews that have not yet closed due to climate concerns.

2) For the Executive Vice Chancellor and Provost to devote more resources to campus units—including the Office of EDI—to proactively support academic units to assess status and challenges with EDI, and take steps to improve climate and EDI.

Members emphasized the importance of conducting regular assessments of climate and EDI at UCLA, and having ongoing conversations about where improvements need to be made.

Members observed that the MRIC Report quotes a memo from its Discrimination Officer Subcommittee (DOS), dated January 22, 2014, which states, “The subcommittee endorses the elimination of the Academic Senate’s Charges Committee. We have found that the Charges Committee is largely superfluous (given the work conducted now by the Title IX officer and to be conducted by the two new discrimination officers)” (p. 12). However, as members noted, the Charges committee investigates a wide range of cases related to the Faculty Code of Conduct, not limited to cases involving sexual harassment and discrimination; thus, it is inaccurate to characterize their work as “largely superfluous.”

Thank you for the opportunity to opine. If you have any questions, please contact us via the Graduate Council’s interim analyst, Aileen Liu, at aliu@senate.ucla.edu.

cc: Estrella Arciba, Interim Committee Analyst, Graduate Council  
April de Stefano, Executive Director, Academic Senate  
Jody Kreiman, Vice Chair/Chair Elect, Academic Senate  
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Michael Meranze, Immediate Past Chair, Academic Senate