

Appendix 1. Summary of the History of the Moreno and MRIC Reports

The UCLA campus community has long been impacted by high-profile incidents of racial and ethnic bias and discrimination as well as pervasive systemic shortcomings. In response to faculty concerns, UCLA Chancellor Gene Block authorized Executive Vice Chancellor & Provost Scott Waugh in 2012 to appoint an independent review team to conduct an assessment and present recommendations to address issues discovered. Chaired by the Hon. Carlos Moreno, the team presented their *Independent Investigative Report on Acts of Bias and Discrimination Involving Faculty at the University of California, Los Angeles* in October 2013; this document is known as the “Moreno Report.”

The Moreno Report concluded *“that UCLA’s policies and procedures for responding to incidents of perceived bias, discrimination and intolerance involving faculty are inadequate. The university administration must work to find solutions to this problem. The formation of the Review Team is an encouraging first step, but the UCLA leadership must take more action to reform and give teeth to its enforcement of existing nondiscrimination policies. Our recommendations for reform include:*

- *Enhancing procedures to provide a standardized process for investigation of incidents of perceived bias, discrimination, and intolerance, and for referral of the matter, if necessary, to the appropriate local disciplinary regime.*
- *Implementation of educational and training programs that aim to prevent such incidents from occurring in the first place, and provide for record-keeping in order to monitor the problem moving forward.*
- *Creation of a single Discrimination Officer who, assuming that the university provides adequate resources, can fulfill these important functions of education and training, informal and formal investigation and fact-finding, and record-keeping.”*

In November 2013, Chancellor Gene Block established the Moreno Report Recommendations and Implementation Committee (MRIC) with a charge to assess the University’s progress towards implementation of these recommendations.

In August 2014, then California Attorney General Kamala Harris responded to a petition calling for a Civil Rights investigation of UCLA by making an agreement with Chancellor Gene Block that included 14 actionable commitments to be made by the UCLA Administration.

Issued in January 2021, the MRIC Report contained many important observations that spoke to the wider issues raised by the Moreno Report and Kamala Harris. The following were key recommendations of the MRIC Report:

- A) Investigate racial and ethnic discrimination, mandate anti-discrimination training, and enforce accountability.
- B) Achieve equity, diversity and inclusion in recruitment, retention, and compensation of Faculty of Color.
- C) Establish a faculty advisory committee to the Chancellor on campus equity, diversity, and inclusion.

- D) Assess on a regular basis campus DEI to determine status, progress, and challenges.
- E) Improve collaboration, communication and coordination among campus equity, diversity, and inclusion offices, programs, and initiatives.
- F) Increase UCLA faculty/Academic Senate commitment, engagement, and leadership on DEI issues.