Appendix 2. Academic Senate Actions Regarding DEI Issues, 2012-2020

These results represent a brief search of Academic Senate digital records. There is a high likelihood that the below findings do not constitute a comprehensive list of relevant items.

Documents collected at: https://ucla.box.com/s/25qcief7k6d2kqtw8vcd50lr683g0l5o

2012
• Senate faculty responded to Daily Bruin articles challenging the new holistic review process
• LGBT Task Force formed
• Undergraduate Council coordinates with Student Affairs, Dean of Students, and Office for Students with Disabilities to develop strategies and polices around inclusive processes for disabled students

2013
• Charges Committee works with the Vice Chancellor for Academic Personnel (VCAP) on changes to workflow in response to Moreno Report
• Senate develops charges/grievance flowcharts and guides
• Senate review of Moreno Report

2014
• Senate review of After Moreno Task Force Report
• First Analysis Campus Climate Survey reviewed by Senate
• College Diversity Requirement proposed
• Diversity Initiative Implementation Committee report published (Sept 2014)
• Undergraduate Council integrates UC Undergraduate Experience Survey data into program review process
• Undergraduate Council works with CAPS and USAC to improve inclusive mental health resources for students
• Graduate Council/Undergraduate Council program reviews find diversity issues persist among faculty and students

2015
• LGBT Task Force report delivered and discussed by Senate
• UCLA Affirmative Action Plan published
• Development of the College Diversity requirement (Approved April 2015)
• APM-210 revised to include DEI in academic personnel activity and recognition of service work in the personnel process (Senate advocated strongly)
• Senate reviews Progress on UCLA Faculty Salary Equity Study (2006)
• CODEO increases involvement with Program Reviews
• Graduate Council/Undergraduate Council program reviews find diversity issues persist among faculty and students

2016
• Faculty Salary Equity Study Task Force report published
• CODEO and Councils develop “Section H: Diversity” of the program review self-review requirements
• Faculty Concerns raised around the proposed Principles Against Intolerance report
• Graduate Council/Undergraduate Council program reviews find diversity issues persist among faculty and students
• Executive Board adds ex officio seats for the Faculty Welfare Committee and the CODEO
• Diversity Requirement established in School of Arts and Architecture (November 2016)
• Diversity Requirement established in the Herb Alpert School of Music (May 2016)

2017
• CODEI name changes (from CODEO) in recognition of increasing role of Inclusion issues in Senate discussions
• Undergraduate Council worked with Center for Accessible Education on increasing access to inclusive resources
• Undergraduate Council/Graduate Council formalize CODEI’s increased involvement with Program Reviews, including in self-review and site-visit stages of the review process
• Graduate Council re-convenes Subcommittee on Graduate Student and Postdoctoral Scholar Well-being to address climate issues for graduate students
• Graduate Council discussed issues of climate for graduate students
• Graduate Council/Undergraduate Council program reviews find diversity issues persist among faculty and students
• Diversity Requirement established in the Luskin School of Public Affairs (February 2018)

2018
• Contributions to Promoting Diversity (Diversity Statements) requirement added to personnel reviews
• CODEI collaboration with VC EDI on Diversity Statement FAQ
• Undergraduate Council Establishes Diversity Education Governance Committee to oversee diversity education
• Undergraduate Council reviews Priority Enrollment policies, including discussions of diversity and equal opportunity issues with enrollment appointments
• Graduate Council/Undergraduate Council program reviews find diversity issues persist among faculty and students

2019
• CODEI consults on VCAP’s procedures for Diversity Requirements
• Council review of WSCUC accreditation, including diversity concerns
• Undergraduate Council revises Course Syllabus Recommendations substantially to address EDI concerns with syllabus implementation
• Graduate Council/Undergraduate Council program reviews find diversity and climate issues persist among faculty and students.
• Graduate Council publishes Recommendation to promote Graduate Student Well-being
• In consultation with the Senate, Vice Chancellor for EDI publishes Senate Faculty Workforce Diversity Dashboards
• Graduate Council develops Graduate Council Diversity Fellowship
• Diversity Requirement established in the School of Education and Information Studies (March 2019)
2020

- Committee on Library and Scholarly Communication reviews UCLA Library Anti-Racism Initiative
- Graduate Council/Undergraduate Council program reviews find diversity and climate issues persist among faculty and students
- Senate reviews Moreno Recommendations Implementation Committee report
- All divisional Senate committees charged with evaluating role with regards to diversity issues
- Graduate Council begins awarding the Graduate Council Diversity Fellowship