

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 policies 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