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)
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