

February 15, 2023

TO: Jessica Cattelino, Chair, Academic Senate

FR: Kathy Bawn, Chair, Undergraduate Council

RE: **UCLA Academic Senate Diversity, Equity and Inclusion (DEI) Plan**

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At its meeting on February 10, 2023, members of the Undergraduate Council (UgC) reviewed the August 29, 2022 letter from the Executive Board and discussed the Council's progress to date in fostering diversity, equity and inclusion in the Academic Senate.

A key issue impacting diverse participation on the Council has been workload. Some members noted that UgC service has felt more manageable of late compared to previous years—particularly at the height of the pandemic—thanks to an overall reduction in online meetings, as well as steps taken to streamline the Council's agendas and tasks. Members welcome further efforts to mitigate workload, such as the creation of new committees for program review and course approvals, while emphasizing the importance of robust mentorship and orientation to engage diverse faculty in shared governance. We are encouraging members to be UgC “ambassadors” to help with recruitment amongst their colleagues.

Members also discussed practices to improve communication during Council meetings. Several thought it was helpful to take periodic “temperature checks” on issues with a show of hands, as happened in a recent discussion, in order to capture the sentiments of members who may not always speak up. Members encouraged calling on each other and making space for quieter participants to add their input, so that everyone can have a chance to meaningfully contribute.

UgC welcomes continued conversations on this important topic.

CC: April de Stefano, Executive Director, Academic Senate  
Andrea Kasko, Vice Chair/Chair-Elect, Academic Senate  
Julia Nelsen, Principal Policy Analyst, Undergraduate Council  
Anne Warlaumont, Vice Chair, Undergraduate Council  
Shane White, Immediate Past Chair, Academic Senate