

February 23, 2023

To: Jessica Cattelino, Chair
Academic Senate

Re: **Academic Senate Diversity, Equity, and Inclusion Efforts**

Dear Chair Cattelino,

At its meeting on February 14, 2023, the Faculty Welfare Committee (FWC) discussed the Academic Senate's request on Academic Senate Diversity, Equity, and Inclusion Efforts. Members offered the following comments on the recommendations highlighted.

- ***Formulate tools/strategies (e.g., talking points, materials, "buddies") pertaining to your committee/council that will support the Committee on Committees' recruitment of members and chairs, including with a focus on diversity.***
To better represent and include a broader sense of the faculty, the committee believes the recruitment efforts of the FWC need to include junior faculty as members. It is this group that is especially dependent on the University for their welfare. It is junior faculty who often are most impacted by the University's economic and educational decisions. A letter was sent to the Committee on Committees requesting FWC's membership include junior faculty, specifically Assistant professors.
- ***Raise DEI impacts and values in committee discussions, making DEI-related considerations an explicit and expected part of meetings, (For example, in Executive Board meetings we endeavor to ask, for each agenda item, what the DEI considerations or implications might be.)***
The committee agreed, when a topic or issue is introduced, we will explicitly and will ask if there are DEI concerns that impact the outcome of the issue. Encouraging everyone to think more broadly viewing each agenda item with DEI and access in mind.
- ***Use communication best practices to help all members feel valued and heard. Consult resources on meeting facilitation, as provided by the Senate office, for some great ideas that can improve committee meetings.***
The Communication and Best Practices document was presented and read aloud. The committee will continue to reflect on the resources outlined to improve meeting operations and the inclusivity of thoughts and ideas.
- ***Ask current and former Senate committee members to present at their department faculty meetings to encourage your colleagues to volunteer for Senate service.***
Members are encouraged to report back to their department important issues presented to the Academic Senate and during meetings, making conscience efforts to ensure colleagues are

informed, and also developing a rapport to encourage colleagues to participate in the Academic Senate.

- ***Consider the importance of diverse perspectives and experiences as you cultivate future chairs (and, when applicable, vice chairs) of your committee or council.***

Given the great demands placed on the FWC Chair locally and systemwide, the committee advocates and is working to revise its bylaws to include a vice chair position to foster support, alleviate the service burden, and cultivate the willingness of future leaders on the committee.

- **Report on the DEI-related processes and activities of your committee or council to the Executive Board, twice in AY22-23 (January and May/June) and possibly annually thereafter.**
The DEI-related processes and activities will be part of the committee's annual reporting.

In addition, the Faculty Welfare Committee discussed the disproportioned and huge discrepancy in workload placed on underrepresented faculty, faculty of color, and women in particular. These populations are overburdened, exploited, and not given enough time to teach, do research, or do other work. We recommend the Academic Senate carefully consider how this population is called upon for service, and cautiously think about how resources are allocated to support this group of faculty.

Thank you in advance for your consideration of our recommendation. If you have questions, please do not hesitate to contact me at bonacich@soc.ucla.edu or via the Committee analyst, Renee Rouzan-Kay, at rrouzankay@senate.ucla.edu.

Sincerely,



Phillip Bonacich, Chair
Faculty Welfare Committee

cc: Andrea Kasko, Vice Chair/ Chair-Elect, Academic Senate
Shane White, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Renee Rouzan-Kay, Senior Policy Analyst, Faculty Welfare Committee
Members of the Faculty Welfare Committee