March 9, 2023

Jessica Cattelino, Chair
Academic Senate

Re: Proposed UCLA Policy: UCLA Equity, Diversity, and Inclusion Education Requirement for Employees

Dear Chair Cattelino,

At its meeting on March 7, 2023, the Committee on Data, Information Technology, and Privacy (CDITP) reviewed the Proposed UCLA Policy: UCLA Equity, Diversity, and Inclusion Education Requirement for Employees. The following comments were made by members of the committee:

- First and foremost, the committee agrees and recognizes the importance of equity, diversity, and inclusion (EDI), particularly as part of the Academic Senate and as part of the institutional environment. However, *the proposed policy does not address what members are to specifically endorse or how the planned education will be implemented*. As such, many members had several questions. For example, members were curious to learn if other mandatory areas of current EDI-related training will qualify towards the 2-hour requirement or if further additional training be added to ensure compliance. Furthermore, would the education and training be for all, i.e., administrators, faculty staff, and students? And who will ensure the training is conducted and met?
- Members also raised concerns that conversations associated with EDI are becoming numerous and even potentially counterproductive. Members noted the high turnover with EDI positions, and in general, foresee backlash associated with continuous mandates connected to education and additional requirements.

In conclusion, CDITP is unclear as to what exactly it is being asked to endorse. What are the expectations and goals for such education and training? We reiterate that we agree with the mission but urge that details on the implementation be also described to ensure an appropriate response by the broader campus community.

Thank you for the opportunity to comment on the proposed policy. If you have any questions for us, please do not hesitate to contact me at buia@mii.ucla.edu or via the Committee analyst, Renee Rouzan-Kay, at rrouzankay@senate.ucla.edu.

Sincerely,

Alex Bui, Chair
Committee on Data, Information Technology, and Privacy

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, Committee on Data, Information Technology, and Privacy
       Members of the Committee on Data, Information Technology, and Privacy