

March 22, 2023

To: Jessica Cattelino, Chair
Academic Senate

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

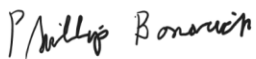
Dear Chair Cattelino,

At its meeting on March 14, 2023, the Faculty Welfare Committee (FWC), reviewed and discussed the UCLA Equity, Diversity, and Inclusion Education Requirement for Employees. Members offered the following comments.

Members are supportive and would approve of an educational system that reduced discrimination and increased equality. However, members felt that existing educational programs had the opposite effect; participants tended to feel coerced and resentful. This was based on their personal and professional knowledge. To proceed forward and before the committee would endorse such an education requirement of any plan, FWC would like to see additional evidence that such education requirements work.

Thank you for the opportunity to comment. 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