

UCLA Academic Senate

Committee on Diversity, Equity & Inclusion

April 10, 2023

Jessica Cattelino, Chair
UCLA Academic Senate

Re: (Systemwide Senate Review) Proposed Presidential Policy – Anti-Discrimination

Dear Chair Cattelino,

At the February 14, 2023 and April 11, 2023 meetings of the Committee on Diversity Equity and Inclusion (CODEI), committee members reviewed the Proposed Presidential Policy on Anti-Discrimination. Through its discussion, the Committee found that the current draft utilizes a great amount of boiler-plate language regarding legal compliance on non-discrimination, little reference to the human relations aspect of creating a change in climate and culture. Because of this, the policy does not address the complementary and parallel issues that go along with anti-discrimination directly, but merely addresses the legal implication of compliance, adjudication, and punishment of what occurs when these items are not addressed.

The Committee believes this policy should be minimally and legally compliant but also recommends reconsideration of the larger contextual issues, and Diversity, Equity, and Inclusion goals, to be shared in the future again for review.

Sincerely,



Reynaldo F. Macias
Chair, CODEI

cc: Steven Anderson, Member, Committee on Diversity, Equity and Inclusion
April de Stefano, Executive Director, Academic Senate
Shelleen Greene, Member, Committee on Diversity, Equity and Inclusion
Christine Grella, Member, Committee on Diversity, Equity and Inclusion
Theodore Hall, Member, Committee on Diversity, Equity and Inclusion
Smadar Naoz, Member, Committee on Diversity, Equity and Inclusion
Kyeyoung Park, Member, Committee on Diversity, Equity and Inclusion
Margot Quinlan, Member, Committee on Diversity, Equity and Inclusion
Michael A Rodriguez, Member, Committee on Diversity, Equity and Inclusion
Lilia Valdez, Senior Policy Analyst, Committee on Diversity, Equity and Inclusion