

April 19, 2023

Susan Cochran
Chair, UC Systemwide Academic Senate

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

Dear Chair Cochran,

At the April 13, 2023, meeting of the Executive Board, members reviewed the proposed Presidential Policy on Anti-Discrimination and the enclosed divisional committee and council responses. Members appreciated the opportunity to review the proposal and offered the following comments.

Executive Board (EB) members support policies that address discrimination and enhance diversity, equity, and inclusion efforts. Members applauded the intent of the proposed policy and appreciated the goal of establishing a policy that addresses discrimination across categories including staff, faculty, students, and others. Members appreciate that there is a need to harmonize the University's approach to other forms of discrimination with that to sexual violence and sexual harassment (SVSH). We of course need to comply with federal and state law regarding discrimination.

However, members expressed concerns about the lack of explicit recognition of shared governance and the role of the Academic Senate in addressing these matters. The policy places much power in the "Local Implementation Officer." The attached Committee on Privilege and Tenure (P&T) letter states:

In all other University policies, it is recognized that the Academic Senate is the sole arbiter of academic freedom. The policy states, rather, that the 'Local Implementation Officer' will consult with 'the appropriate academic officer' for relevant expertise (p. 2 and p. 15 of proposed policy). This violates established Senate authority for review of academic freedom rights.

Additionally, the letter from the Committee on Diversity, Equity, and Inclusion (CODEI) highlights the limitations of this policy when it comes to preventing discrimination and promoting cultural change. Other letters include discussion of terminology and policy scope.

The Executive Board voted unanimously to not endorse the proposed policy as written based on the many pertinent statements in the enclosed letters from the divisional committees and councils, especially the Committee on Charges and the Committee on Privilege and Tenure. Members urged that the proposed policy be significantly revised and improved to address the division's concerns.

Sincerely,



Jessica Cattelino
Chair
UCLA Academic Senate

Encl.

Cc: April de Stefano, Executive Director, UCLA Academic Senate
Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate
Shane White, Immediate Past Chair, UCLA Academic Senate