

UCLA Academic Senate

Committee on Diversity, Equity & Inclusion

May 11, 2023

Jessica Cattelino, Chair
UCLA Academic Senate

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

Dear Chair Cattelino,

At the April 11, 2023 and May 9, 2023 meetings of the Committee on Diversity Equity and Inclusion (CODEI), committee members discussed the proposed UCLA Policy: UCLA Equity, Diversity and Inclusion Education Requirement for Employees and, in general, are in favor of the policy change to distribute old and new information about diversity, equity and inclusion, with some concerns.

The Vice Chancellor for Equity, Diversity, and Inclusion, introduced the proposed policy and briefed the Committee on its development. Members of the Committee expressed concerns about:

1. The lack of effectiveness of these kinds of mandatory “trainings” in changing behaviors.
2. The difficulties of establishing standards and metrics to measure the impact of the training.
3. How individuals who participate in the education requirement might be held accountable for actions that would violate the policies discussed in the education requirement.
4. The frequency of repeating the mandatory training.

CODEI did appreciate the inclusion of UCLA voices in much of the training modules, especially the second hour, humanizing the information and grounding it within the UCLA community. Also, that the training would allow for responses and suggestions by the user that could result in occasional if not regular changes, keeping it up to date, and dynamically consistent with the UCLA community.

If you have questions, please do not hesitate to contact me at reynaldo@chavez.ucla.edu or via the Committee analyst, Lilia Valdez, at lvaldez@senate.ucla.edu.

Sincerely,



Reynaldo F. Macias
Chair, Committee on Diversity, Equity, and Inclusion

cc: Steven Anderson, Member, Committee on Diversity, Equity and Inclusion
April de Stefano, Executive Director, Academic Senate

UCLA Academic Senate

Committee on Diversity, Equity & Inclusion

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