

May 12, 2023

Anna Spain Bradley  
Vice Chancellor for Equity, Diversity, and Inclusion, UCLA

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

Dear Vice Chancellor Spain Bradley,

At the May 11, 2023, meeting of the Executive Board, members reviewed the proposed UCLA policy on UCLA Equity, Diversity and Inclusion Education (EDI) Requirement for Employees.

After review and discussion of the proposal and Senate committee feedback, members voted to endorse the principles and commitments behind the policy proposal, but not its specifics. Members were supportive of EDI efforts across the university and especially welcome efforts to prevent discrimination and promote inclusion and knowledge across our campus. As the Committee on Data, Information Technology, and Privacy (CDITP) put it, “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.”

At the same time, several concerns were raised about the format and effectiveness of mandatory trainings. Executive Board members pointed to research showing that mandatory trainings sometimes have unintended counterproductive consequences and sought assurance that these trainings would avoid such outcomes. Members noted the need to ensure that this new initiative is reviewed in the context of other trainings to both minimize redundancies and determine that the proposed frequency is appropriate and necessary. Members also identified the general problem, not specific to this proposal, of increased administrative demands on faculty time. If the proposed mandatory training moves forward, UCLA could look to remove other administrative obligations (e.g., other trainings) from faculty members’ plates, and this may increase the effectiveness of this proposed training mandate.

Members urged the EDI office to consider the attached Senate committee feedback and, again, emphasized our shared commitment to EDI principles. Overall, Executive Board members expressed the view that our campus needed to refocus on affirmatively building a more inclusive culture, offering observations that a comparatively large amount of EDI work at UCLA has focused on compliance and investigations. To some extent, as the CODEI chair’s letter noted, the module on “Understanding Gender and Sexual Orientation: Best Practices for Fostering Inclusion and Preventing Discrimination” points in this direction, insofar as it amplifies the voices of UCLA community members who share their experiences and views. Still, members felt that this kind of work may be best achieved through instruments other than online, individualized, and mandatory trainings.

The Executive Board welcomed further review of a revised policy proposal or of other proposals to prevent discrimination and build a more inclusive culture at UCLA.

Sincerely,



Jessica Cattelino  
Chair

Encl.

Cc: April de Stefano, Executive Director, UCLA Academic Senate  
Anna Joyce, Director, Administrative Policies & Strategic Initiatives, UCLA  
Andrea Kasko, Vice Chair/Chair Elect, UCLA Academic Senate  
Shane White, Immediate Past Chair, UCLA Academic Senate