Proposal for Senate Diversity Initiative Pilot

The Academic Senate has participated a longstanding effort to address and further emphasize the Senate’s institutional commitment to DEI. Various efforts have been taken by the Senate following the implementation of the campus-wide Moreno Report, and the review of the 2021 “Promoting Diversity, Equity, and Inclusion at the UCLA Academic Senate” report. In February of 2022, the Executive Board approved a motion for a small group of members to make suggestions for concrete next steps for the UCLA Academic Senate. Over the last two years, this group has developed into a special committee, the “Academic Senate Diversity, Equity, and Inclusion” or ASDEI. Through ASDEI’s work over the last two years, it has been evident that though the Senate has attempted various efforts to address DEI concerns, many solutions have not been widely adopted.

Following discussions on faculty trainings, member awareness, and overall Senate response to DEI efforts, ASDEI is proposing four tasks for committees and councils to adopt which would establish an expectation for all Senate committees/councils and creates uniformity amongst the DEI efforts of Senate groups. ASDEI members have proposed that a pilot program be adopted for the Spring Quarter of AY23-24. This pilot would require that committees/councils represented on the Executive Board adopt four DEI practices to implement with their respective groups for the quarter.

This proposal is only for the 2024 Spring Quarter. Following the Spring Quarter, the committee alongside the Executive Board would evaluate the effectiveness and success of the pilot program, and determine whether Senate-wide adoption of these practices is the next step.

PROPOSAL

The ASDEI Committees propose that the following four actions be adopted by the committees/councils represented on the Executive Board for the Spring Quarter of 2024:

1. Chairs receive support on Diversity, Equity, and Inclusion Matters.
2. Committee/Councils will be required to identify DEI focuses for each Agenda Item.
3. Within committee/council responses, DEI implications should be highlighted and effects should be addressed.
4. Annual Reports will include a section on the committee/council’s DEI Efforts.

DEI Support for Chairs

To begin, an introduction will take place during an Executive Board meeting where the goals of this pilot program and expectations will be clearly communicated to the five participating chairs. This introduction will also include a time to provide examples of implementation for each proposed action item, and discuss concerns specific to certain committees/councils. During the quarter, updates will take place during Executive Board meetings to ensure that committees/councils are adopting new practices and to address any concerns. Throughout the pilot program, ASDEI members will provide Chairs with support through individual follow ups.
Identification of DEI Considerations for Agenda Items

When introducing items on the meeting agenda, committee/council Chairs and members will highlight DEI considerations and incorporate these items during the full discussion, similar to what is currently done with the Executive Board meeting items.

Committee Response with DEI Considerations

Following the identification of DEI implications for all discussion items, committees/councils would also be expected to mention this part of the discussion in written responses. This effort is to relay the committee/council’s focus on DEI efforts during the discussion.

Annual Reports

Every senate committee/council is required to submit an annual report that states the items reviewed by the committee every year. The proposal requests that an additional section be placed on the annual report which clearly describes the DEI efforts and contributions of the group throughout the Academic Year. This section could be used to hold committees/councils accountable, while also providing institutional knowledge on this matter.