Executive Board

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

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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

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

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

3125 Murphy Hall
410 Charles E. Young Drive East
Los Angeles, California 90095

April 6, 2023

To: Jessica Cattelino, Chair, UCLA Academic Senate

From: James Bisley, Chair, Graduate Council

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

At its meeting on March 17, 2023, the Graduate Council reviewed and discussed the *Proposed UCLA Policy: UCLA Equity, Diversity and Inclusion Education Requirement for Employees* and offers the following observations for the Executive Board's consideration:

Members were generally in agreement with the points raised by the Committee on Data, Information Technology, and Privacy. While members are supportive of EDI efforts and training, members noted that the frequency of the training may be counterproductive.

We appreciate the opportunity to express our views on this matter. If you have any questions, please contact us via Graduate Council's Analyst, Emily, at ele@senate.ucla.edu.

March 22, 2023

To: Jessica Cattelino, Chair
        Academic Senate

Re: **Proposed UCLA Policy: UCLA Equity, Diversity, and Inclusion Education Requirement for Employees**
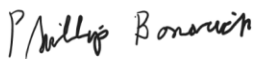
Dear Chair Cattelino,

At its meeting on March 14, 2023, the Faculty Welfare Committee (FWC), reviewed and discussed the UCLA Equity, Diversity, and Inclusion Education Requirement for Employees. Members offered the following comments.

Members are supportive and would approve of an educational system that reduced discrimination and increased equality. However, members felt that existing educational programs had the opposite effect; participants tended to feel coerced and resentful. This was based on their personal and professional knowledge. To proceed forward and before the committee would endorse such an education requirement of any plan, FWC would like to see additional evidence that such education requirements work.

Thank you for the opportunity to comment. If you have questions, please do not hesitate to contact me at bonacich@soc.ucla.edu or via the Committee analyst, Renee Rouzan-Kay, at rrouzankay@senate.ucla.edu.

Sincerely,

Phillip Bonacich, Chair
Faculty Welfare Committee

cc: Andrea Kasko, Vice Chair/ Chair-Elect, Academic Senate
         Shane White, Immediate Past Chair, Academic Senate
         April de Stefano, Executive Director, Academic Senate
         Renee Rouzan-Kay, Senior Policy Analyst, Faculty Welfare Committee
         Members of the Faculty Welfare Committee

March 9, 2023

Jessica Cattelino, Chair
Academic Senate

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

Dear Chair Cattelino,

At its meeting on March 7, 2023, the Committee on Data, Information Technology, and Privacy (CDITP) reviewed the Proposed UCLA Policy: UCLA Equity, Diversity, and Inclusion Education Requirement for Employees. The following comments were made by members of the committee:

- 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. However, *the proposed policy does not address what members are to specifically endorse or how the planned education will be implemented*. As such, many members had several questions. For example, members were curious to learn if other mandatory areas of current EDI-related training will qualify towards the 2-hour requirement or if further additional training be added to ensure compliance. Furthermore, would the education and training be for all, i.e., administrators, faculty staff, and students? And who will ensure the training is conducted and met?
- Members also raised concerns that conversations associated with EDI are becoming numerous and even potentially counterproductive. Members noted the high turnover with EDI positions, and in general, foresee backlash associated with continuous mandates connected to education and additional requirements.

In conclusion, CDITP is unclear as to what exactly it is being asked to endorse. What are the expectations and goals for such education and training? We reiterate that we agree with the mission but urge that details on the implementation be also described to ensure an appropriate response by the broader campus community.

Thank you for the opportunity to comment on the proposed policy. If you have any questions for us, please do not hesitate to contact me at buia@mii.ucla.edu or via the Committee analyst, Renee Rouzan-Kay, at rrouzankay@senate.ucla.edu.

Sincerely,

Alex Bui, Chair
Committee on Data, Information Technology, and Privacy

cc: Andrea Kasko, Vice Chair/Chair-Elect, Academic Senate
        Shane White, Immediate Past Chair, Academic Senate
        April de Stefano, Executive Director, Academic Senate
        Renee Rouzan-Kay, Senior Policy Analyst, Committee on Data, Information Technology, and Privacy   DMS 7
        Members of the Committee on Data, Information Technology, and Privacy

Issuing Officer:	Vice Chancellor for Equity, Diversity and Inclusion
Responsible Department:	Office of Equity, Diversity and Inclusion
Effective Date:	[TBD]
Supersedes:	New

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I. PURPOSE & SCOPE

II. DEFINITIONS

III. POLICY STATEMENT

VI. REFERENCES

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A. I. PURPOSE & SCOPE

UCLA is committed to advancing values of equity, diversity and inclusion ("EDI") and to protecting civil rights in service of UCLA's mission. The purpose of this Policy is to ensure that all UCLA employees have a common foundation on how to prevent discrimination and promote inclusion throughout UCLA.

This Policy requires UCLA employees to complete UCLA-provided EDI Education. The EDI Education requirement arises out of recommendations made by the Moreno Report and UCLA's Moreno Recommendations Implementation Committee and promotes compliance with federal and state laws prohibiting discrimination and harassment and University policies including but not limited to the UC Non-Discrimination Policy, the UC Sexual Violence and Sexual Harassment Policy, and the UC Gender Recognition and Lived Name Policy.

This Policy applies to all UCLA employees, including UCLA Health and student employees. Exceptions to this Policy must be approved by the Vice Chancellor for Equity, Diversity and Inclusion ("VC-EDI") or designee. Requests for an exception may be made [add online form] and are to be approved by the Office of Equity, Diversity and Inclusion.

B. II. DEFINITIONS

For the purposes of this Policy:

EDI Education is online or other education, training, or informational material that provides information on EDI-related topics, as determined by the VC-EDI or designee, for the purpose of satisfying the minimum two-hour educational requirement required by this Policy.

C. III. POLICY STATEMENT

A. EDI Education Requirement

This Policy requires UCLA employees to complete a minimum of two hours of UCLA-approved EDI Education every two years. At the time of Policy enactment, the UCLA EDI Education Series is the approved provider of EDI Education, and the minimum two-hour requirement is satisfied by completing the series modules.

An existing employee who has not previously completed the EDI Education requirement must do so within 60 days of this Policy's effective date. New or returning employees or transfers from other University of California locations must complete the EDI Education requirement within 60 days of hire.

After completing the initial EDI Education, employees must complete the requirement within two years of the previous completion date.

B. Compliance with the Policy

Failure to comply with this Policy may result in disciplinary action in accordance with applicable University policies, including but not limited to the Academic Personnel Manual for academic personnel, UC Personnel Policies for Staff Members and the applicable UC Collective Bargaining Agreement.

The VC-EDI or designee will oversee procedures for Policy compliance. Employees are individually responsible for complying with this Policy. In addition, supervisors are administratively responsible for ensuring full compliance with this Policy, consistent with other University policies.

D. VI. REFERENCES

1. Moreno Report and UCLA's Moreno Recommendations Implementation Committee

2. UC Non-Discrimination Policy

3. UC Sexual Violence and Sexual Harassment Policy

4. UC Gender Recognition and Lived Name Policy

Issuing Officer

/s/ Anna Spain Bradley

Vice Chancellor for Equity, Diversity and Inclusion

Questions concerning this policy or procedure should be referred to the Responsible Department listed at the top of this document.