DIVISION ACADEMIC SENATE CHAIRS
SYSTEM-WIDE COMMITTEE CHAIRS

RE: University Committee on Affirmative Action and Diversity (UCAAD) Proposal for a System-wide Statement on Diversity

Dear Division and System-wide Committee Chairs:

On behalf of Chair Blumenthal please find attached the above document, which is being sent to you for review by your Division and Committees as appropriate.

As you may recall at its June 22 meeting, the Academic Council discussed the UCAAD proposal for a system-wide statement on Diversity with UCAAD Chair Ross Frank. It was agreed that as soon as UCAAD resubmitted the proposal reflecting suggestions based on the discussion, the proposed statement would be sent out for general Senate Review.

Given how late it is in the academic year, and since the overwhelming number of Divisions and System-wide Committees will not be able to conduct a review during the summer, we ask that you please either begin the review as soon as it is possible or pass this request to your 05-06 successor for their action. (We will also send out a reminder early in September.)

It would be very much appreciated if you would submit your comments by the following dates:

System-wide Committees: By no later than November 30, 2005
Divisions: By no later than January 10, 2006

As a reminder, please note that all requests for comments are sent out to all System-wide Committees and Divisions. Each Committee and Division may decide whether or not to opine. For System-wide Committee Chairs please notify the Senate Office either directly by emailing me or through your Committee Analyst, if your committee chooses not to participate in this review. For Division Chairs, please notify the Senate Office either directly by emailing me or through your Senate Director, if your Division chooses not to participate in this review.

Thank you for taking this matter under consideration.

Cordially,

Maria Bertero-Barceló, Executive Director
Academic Senate

Encl: 1
Copy: Academic Senate Committee Analysts
Senate Directors
June 27, 2005

GEORGE BLUMENTHAL, CHAIR
ACADEMIC COUNCIL

Re: UCAAD’s Proposed Systemwide Statement on Diversity

Dear George,

The University of California is currently engaged in a renewed discussion about issues of diversity, equal opportunity and excellence. Berkeley Chancellor Birgeneau recently delivered a public call to action in support of multiculturalism, minority inclusion in education, and reversing the devastating consequences of Proposition 209. His statements underscored a growing concern among UC faculty, students and the general public that UC is not living up to its mission as a public university to create a diverse institution that encompasses the population of California.

UCAAD believes that it is in interest of the Academic Senate to shape this discussion by issuing a statement that makes it clear that diversity is integral to the excellence of the university—particularly for public universities—and inherent in the very definition of “university”. After much discussion and consideration, UCAAD has created a statement about the place of diversity in the mission of the university. We ask Council to endorse the statement as a systemwide statement of the faculty. We expect the statement to provoke discussion and perhaps debate, but we are mindful the faculty of the University must assume its responsibility in shaping the discourse around the issue of excellence and diversity in education, lest it be fashioned for us.

We propose the diversity statement offered below in the context of a number of broad and important efforts underway at UC and elsewhere in the state: President Dynes has convened a systemwide initiative on faculty diversity charged with reviewing faculty diversity efforts on each campus; the California University Pipeline Project has organized faculty and administrators from all the research universities in California to improve faculty and graduate student diversity; UCB is embarking on the creation of a new research institute focused on diversity, multiculturalism and equity; and other UC campuses are engaging in similar discussions and initiatives. We are hopeful that this statement will take advantage of this moment to signal the renewal and deepening of our own commitment to diversity as the Academic Senate faculty of the University of California.
Proposed UC Academic Diversity Statement:

"Diversity—a defining feature of California's past, present and future—refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, sexual orientation, age, language, socioeconomic status, geographical context, and abilities/disabilities, among others.

Diversity is integral to the University's achievement of excellence. Diversity enhances the ability of the University to accomplish the academic mission and serve all of the members of its community equitably. Diversity enriches both the educational experience and the scholarly environment by helping students and faculty learn to communicate effectively with people of varied backgrounds and by preparing them to participate in an increasingly complex, pluralistic society. Educational excellence that truly incorporates diversity promotes mutual respect and makes possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.

Therefore, the University of California renews its commitment to promoting diversity and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention and advancement of qualified students, faculty and staff from historically excluded or currently underrepresented populations."

Sincerely,

Ross Frank  
Chair, UCAAD

cc: Academic Senate Director Bertero-Barceló  
UCAAD members