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May 2, 2008

Michael Brown
Chair, UC Academic Council

In Re: Proposed Revision to Senate Bylaw 140

Dear Michael,

Thank you for the opportunity to opine on the proposed revisions to Senate Bylaw 140, which seeks to replace all occurrences of the phrase “affirmative action” with the term “equity.” Upon receipt of the proposal, I asked the Committee on Diversity and Equal Opportunity (CODEO) and the Executive Board of the Academic Senate to opine. The Executive Board, which speaks for the division on this matter, voted unanimously in opposition to the proposal.

Concerns were raised regarding a number of matters. Echoing CODEO’s response (see attached), some Board members were concerned that the phrase “affirmative action” has to do with the university’s proactive efforts to include underrepresented minorities. It was also noted that affirmative action is still a requirement of federal contracts, and, since UC is a federal contractor, the phrase remains directly relevant to the UC. Some members of the Board expressed that the proposal to include “equity” in the bylaws would be less objectionable if (1) “equity” was defined in the document in a way that the campuses support, and (2) if “affirmative action” remained in the bylaws. Thus, the committee might be more suitably named the University Committee on Equity, Diversity, and Affirmative Action. At least one Board member offered the replacement of “affirmative action” with “equal opportunity” as a viable alternative to the current proposal.

Thank you again for the opportunity to review this proposal. Please do not hesitate to contact me if I can be of service.

Regards,

A handwritten signature in cursive script that reads "Elizabeth L. Bjork".

Elizabeth Ligon Bjork
UCLA Academic Senate Chair

Cc: María Bertero-Barceló, Executive Director, Chief of Staff, UC Academic Senate
Jaime R. Balboa, Ph.D., CAO UCLA Academic Senate



MEMORANDUM

Academic Senate Executive Office
Los Angeles Division
3125 Murphy Hall
140801

April 16, 2008

To: Elizabeth Bjork
Academic Senate, Chair

From: Ines Boechat
Committee on Diversity & Equal Opportunity, Chair

Re: Senate Item for Review: Proposed Amendment to SBL 140

The Committee on Diversity and Equal Opportunity reviewed and discussed the proposed amendment to Senate Bylaw 140 at their meeting on April 2, 2008, regarding the proposed name change of the University Committee on Affirmative Action and Diversity (UCADD) to University Committee on Diversity and Equity (UCDE).

CODEO members understand the importance of having an Academic Senate committee as a counterpart of a UCOP administrative committee, whose name has been changed from “Affirmative Action and Diversity” to “Equity and Diversity”. However, during the discussion they identified three reasons why “*Affirmative Action*” should remain in the name of the committee:

(1) Affirmative Action is a federal mandate. As a federal contractor, the University of California is obligated under those regulations,

(2) The word “affirmative action” has to do with our proactive efforts to include underrepresented minorities, and

(3) At the UC level, a Senate Academic Committee that has “*Affirmative Action*” in the title sends a message that this concept is alive and well at the University of California.

CODEO recognizes the stigma associated with the term “Affirmative Action”, but believes that the positive outweighs the negative. The committee also recognizes that Equity is a major goal of those advocating for the principles established by the Affirmative Action guidelines. Therefore, CODEO suggests that this word is added to the current committee’s title, as the *University Committee on Affirmative Action, Diversity and Equity - UCAADE*.

We thank you for the opportunity to participate in this process.