



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

May 23, 2019

BENJAMIN HERMALIN
Vice Provost for the Faculty

*Subject: The Use of Contributions to Diversity, Equity, and Inclusion (DEI) Statements for
Academic Positions at the University of California*

Dear Ben,

On April 29, 2019, Divisional Council (DIVCO) discussed the recommendations cited in the subject line, informed by the written commentary of the committees on Diversity, Equity, and Campus Climate (DECC), and Faculty Welfare (FWEL), and an oral report by the Committee on Budget and Interdepartmental Relations (BIR). The written commentary is appended for your consideration.

DIVCO is broadly supportive of the goals of the recommendations. The use of diversity, equity and inclusion (DEI) statements underscores our commitment to DEI as a core value of the University. At the same time, our discussion revealed a number of concerns about the intersection of the use DEI statements and the academic personnel review process.

We agreed with FWEL that the recommendations should be reworded to clarify its intent with respect to research:

Under point #6 on page 4 of the recommendations, the second bullet point that begins, "Research focus and career stage..." It is the impression of multiple members of FWEL that both faculty candidates and current faculty would mistakenly believe that the focus of their research area must be informed by considerations of diversity, equity, and inclusion in order to be considered a competitive employee of the University. It is our understanding that research focus is but one of many ways in which a faculty member may demonstrate their contributions. To better clarify the understood intent of this bullet point, the recommendation is to replace the word "may" to "need" in the second sentence, so to read as: "While faculty research need not address diversity, equity, and

inclusion, all faculty can contribute to DEI through teaching, mentoring, professional activities, and service.”

DIVCO discussed the need for a clearly defined rubric for evaluating DEI contributions. We understand that the Office of Equity and Faculty Welfare has developed one for use in faculty hiring. We believe it will be important to develop a rubric specifically for use in merit and promotion cases, and that BIR should lead this effort.

DIVCO underscored that the assessment of contributions to DEI should be one criterion—but not a sine qua non for hiring, or promotion and advancement.

Noting that DEI contributions will vary by discipline, DIVCO recommends that discipline-specific guidance be developed. The use of DEI statements might catalyze discussions about how the range of DEI contributions could be tailored to departments and disciplines on campus. Departmental equity and inclusion committees could be tasked with facilitating these discussions.

Some DIVCO members expressed misgivings that the use of DEI statements might lead to classifying, labeling, and ultimately, objectifying students for purposes of promotion and advancement. Some were concerned that the statements might lead to lip-service being paid to diversity, rather than supporting meaningful contributions to DEI on campus. While we do not offer specific recommendations, we hope that the development of a nuanced approach to evaluating DEI statements, along with discipline-specific guidance, will be a step toward addressing these concerns.

In sum, we support the intent of using statements of contributions to DEI in hiring, promotion, and advancement, but recognize that additional measures may be needed to ensure that these contributions are assessed and evaluated in a way that is consistent with Berkeley's commitment to excellence in teaching, research, and service.

Sincerely,



Barbara Spackman
Chair, Berkeley Division of the Academic Senate
Cecchetti Professor of Italian Studies and Professor of Comparative Literature

Encls. (2)

Cc: David Ahn, Chair, Committee on Diversity, Equity, and Campus Climate
Terrence Hendershott, Kenneth Polse, and Sheldon Zedeck, Co-chairs,
Committee on Faculty Welfare
Raka Ray, Chair, Committee on Budget and Interdepartmental Relations
Will Lynch, Manager, Committee on Budget and Interdepartmental Relations
Linda Corley, Senate Analyst, Committee on Diversity, Equity, and Campus
Climate
Sumali Tuchrello, Senate Analyst, Committee on Faculty Welfare



April 29, 2019

PROFESSOR BARBARA SPACKMAN
Chair, 2018-2019 Berkeley Division of the Academic Senate

Re: DECC's Comments on the Use of Contributions to Diversity, Equity, and Inclusion Statements for Academic Positions at UC Proposal

The Committee on Diversity, Equity, and Campus Climate (DECC) reviewed the Use of Contributions to Diversity, Equity, and Inclusion Statements for Academic Positions at UC proposal via email.

The DECC committee appreciates the recommendations to systemize and offer guidelines about how to promote diversity, not only in hiring, but throughout faculty careers. The Committee generally supports the proposal to use DEI Statements as part of the general promotion process. The statement makes sure that each professor intentionally considers how their work concerns diversity and equity. It also reinforces the message that part of the faculty's job responsibilities is to contribute to diversity.

One general comment raised by a member is that the proposal is light on enforcement. That is, it leaves unclear what the rewards or penalties are for excellent or poor advancement of diversity.

One specific comment raised by another member is that the claim in Recommendation #6 that "DEI statements do *not* represent a new criterion for evaluation" seems overly presumptuous about the level of awareness by faculty. For those of us actively involved in diversity issues, that is true, but for some of our colleagues who have not been involved, it may seem to be a new criterion for evaluation. It might help to add (after the statement noted above) something like: "These recommendations for the use of DEI statements make explicit a criterion that has been too often implicit or invisible."

Perhaps another issue that these committees could tackle is that it is not enough to recruit diversity, but to support and develop the wide array of diverse faculty we have. Improving numbers of diverse faculty members is not enough without also improving campus climate.

Sincerely,

A handwritten signature in black ink, appearing to read 'DAhn', written in a cursive style.

David Ahn
Chair, Committee on Diversity, Equity, and Campus Climate

DA/lc



320 STEPHENS HALL
UNIVERSITY OF CALIFORNIA

April 18, 2019

CHAIR BARBARA SPACKMAN
Academic Senate

Re: Use of Diversity, Equity, and Inclusion Statements in Recruiting and Merit

Dear Barbara,

At the April 15th Faculty Welfare (FWEL) committee meeting, we discussed the recommendations endorsed by Academic Council for the use of contributions to diversity, equity, and inclusion (DEI) statements for academic positions. While there was a vigorous debate, of which the minority opinion will be described, the committee ultimately is of the opinion to support these recommendations. This endorsement is tempered with one caveat.

Under point #6 on page 4 of the recommendations, the second bullet point that begins, “Research focus and career stage...” It is the impression of multiple members of FWEL that both faculty candidates and current faculty would mistakenly believe that the focus of their research area must be informed by considerations of diversity, equity, and inclusion in order to be considered a competitive employee of the University. It is our understanding that research focus is but one of many ways in which a faculty member may demonstrate their contributions. To better clarify the understood intent of this bullet point, the recommendation is to replace the word “may” to “need” in the second sentence, so to read as: “While faculty research need not address diversity, equity, and inclusion, all faculty can contribute to DEI through teaching, mentoring, professional activities, and service.”

While there was general support for the use of these statement devices, there was a minority opinion of the committee as to the pitfalls of such devices. A concern was raised that the implication of requiring these statements is that it transmits to individual faculty the responsibility of addressing the transgressions of the larger society. Some members were concerned that, by requiring such statements, we are shifting the University towards a hiring practice that only accepts like-minded individuals and circumvents state and federal laws in place that promote equal opportunity to work rights.

Sincerely,

Terrence Hendershott, Co-Chair
Ken Polse, Co-Chair
Sheldon Zedeck, Co-Chair

TH/KP/SZ/st