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Chair of the Assembly of the Academic Senate
Faculty Representative to the Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

July 1, 2024

**MICHAEL V. DRAKE, PRESIDENT
UNIVERSITY OF CALIFORNIA**

Re: Assembly Recommendation on Proposed Amendments to Regents Policy 4400 – Policy on University of California Diversity Statement

Dear President Drake:

At its June 21, 2024 meeting, the Assembly of the Academic Senate endorsed several proposed amendments to [Regents Policy 4400](#) – the UC Diversity Statement – to incorporate language about disability. The amendments were submitted by the UC Graduate and Professional Council president, following a report to the Regents by the Systemwide Advisory Workgroup on Students with Disabilities.

The Senate enthusiastically supports fundamental changes to the policy to include language explicitly addressing disability, recognizing the need for greater inclusivity for disabled students. However, concerns were expressed about the expansion of the statement into other areas arguably beyond the scope of incorporating direct references to disability. As such, the Assembly voted to retain all of the current language in the third and fourth paragraphs of the statement. The Assembly’s recommendation on the proposed revisions is attached below.

Regents Policy 4400 [originated with the Academic Senate](#) in 2006 as a statement proposed by the University Committee on Affirmative Action and Diversity. The statement was subsequently endorsed by the president and adopted as Policy 4400 by the Regents in 2007. In 2009, the statement was expanded to include gender identity, an addition the Senate [approved](#) that same year.

We respectfully request that you inform the Regents about the Assembly’s recommendation. Please do not hesitate to contact me if you have any questions.

Sincerely,

James Steintrager, Chair
Academic Council

Cc: Academic Assembly
Provost Newman
Secretary Lyall
Vice Provost Gullatt
Vice President and Chief of Staff Kao
Chief Policy Advisor McAuliffe
Senate Division Executive Directors
Senate Executive Director Lin

Regents Policy 4400: Policy on University of California Diversity Statement
(proposed additions accepted by the Academic Senate in blue;
revisions declined by the Senate in red)

Adopted September 20, 2007
Amended September 16, 2010

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY THE ACADEMIC SENATE OF
THE UNIVERSITY OF CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006 Endorsed by the President of
the University of California June 30, 2006

Adopted as Amended by the Assembly of the Academic Senate April 22, 2009
Endorsed as Amended by the President of the University of California August 17, 2010

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. 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, age, religion, language, disability, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.

Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity, inclusion, and accessibility among its student bodies and its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication ~~that is attentive to the historical underrepresentation of marginalized communities in decision-making processes.~~ Educational excellence that truly incorporates ~~the diverse needs and perspectives of people with different lived experiences~~ diversity thus can promote mutual respect and make 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 the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity, accessibility, 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 talented students, faculty, and staff from historically excluded populations who are currently underrepresented. ~~In addition, the University acknowledges the concurrent need to pursue investments that support the success, safety, well-being, and growth of currently underrepresented populations.~~