

# UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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SANTA BARBARA • SANTA CRUZ

UNIVERSITY COMMITTEE ON AFFIRMATIVE ACTION AND DIVERSITY (UCAAD)  
David Lopez-Carr, Chair  
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ACADEMIC SENATE  
University of California  
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Oakland, California 94607-5200

July 21, 2015

## MARY GILLY ACADEMIC COUNCIL CHAIR

Dear Mary:

At its January meeting, UCAAD approved a proposal to amend Bylaw 140 to include the word “equity” in its title. The committee’s new name would read the University Committee on Affirmative Action, Diversity, and Equity (UCAADE).

### Proposal

Senate Bylaw 140 defines the membership, duties, and title of the University Committee on Affirmative Action and Diversity (UCAAD). This Bylaw was last amended in 1997.

UCAAD would like to amend its Bylaw and change its name to include the word “equity.” No other changes would be made to the Bylaw or name at this time.

### Rationale

In the past several years, the scope of UCAAD has broadened, reflecting the increasing spectrum and expression of diversity throughout the state. Rights, protections, and concerns for undocumented students, transgender individuals, and victims of sexual violence have been discussed at the division and systemwide levels, as have micro-aggressions and unperceived bias.

In response, UCAAD felt that its mission would be better expressed through the inclusion of the word “equity” in its name and bylaws. This addition is meant to underscore the attention UCAAD intends to focus on issues of equal treatment as well as its historical roles tied to affirmative action and diversity issues.

A “red line” version reflecting this change is included for your review.

Best regards,

A handwritten signature in blue ink, appearing to read "D. Lopez-Carr".

David Lopez-Carr, Ph.D.  
Chair, UCAAD

cc: Daniel Hare, Academic Council Vice Chair  
Hilary Baxter, Academic Senate Executive Director  
UCAAD Members  
Michael LaBriola, Senate Analyst

**140. Affirmative Action, ~~and~~ Diversity, and Equity** (Am 13 May 97)

- A. Membership shall be determined in accordance with Bylaw 128. One undergraduate and one graduate student shall sit with the Committee. [See [Bylaw 128.E.](#)] The Vice Chair shall be chosen in accordance with Bylaw 128.D.1. and 3. (Am 4 Jun 91; Am 28 May 03; Am 9 May 07)
- B. Duties. Consistent with Bylaw 40, the Committee shall: (Am 28 03)
  - 1. Confer with the President on general policies bearing on affirmative action, ~~and~~ diversity, and equity for academic personnel, students, and academic programs. (Am 28 May 2003; Am 12 May 2004)
  - 2. Establish basic policy and procedures for coordinating the work of the Divisional Committees concerned with affirmative action, ~~and~~ diversity, and equity. (Am 28 May 2003)
  - 3. Report annually to the Assembly the state of affirmative action, ~~and~~ diversity, and equity in the University. This report shall include a review of the annual reports of the Divisional Committees on Affirmative Action, ~~and~~ Diversity, and Equity (or equivalent committees). (Am 28 May 2003).
  - 4. Review the information on affirmative action, ~~and~~ diversity, and equity provided by the campus and University administrations and report said findings to the Academic Council. The information shall consist of data and analyses of working conditions, salaries, advancement, separation for women and ethnic minorities, and may also include data and analyses relating to lesbian, gay, bisexual, and transgender individuals. (Am 14 Oct 2010)
  - 5. Undertake studies of policies and practices affecting affirmative action, ~~and~~ diversity, and equity and make recommendations to appropriate University bodies. (Am 28 May 2003)