



COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

March 9, 2021

To: Jason Stajich, Chair
Riverside Division Academic Senate

From: Xuan Liu, Chair
Committee on Diversity, Equity, & Inclusion

Re: 2nd Round - Formalization of Division Status for Undergraduate Education

The Committee on Diversity, Equity, and Inclusion reviewed 2nd round revision to the Formalization of Division Status for Undergraduate Education. While we appreciate the efforts, we remain concerned on how the proposal could promote/sustain DEI on campus.

Specifically, in response to our previous comment on lacking a DEI plan, the following plan was included in this revision:

“UE, and this proposal for divisional status, would not exist were it not for UE’s continuing commitment to diversity, equity, and inclusion. UE would not have been created had not the campus had made these goals high priorities and instituted an Office of Undergraduate Education to pursue them. UE has contributed to UCR’s achievements, amply documented in the national press, that have enabled students of widely different backgrounds to prosper in a demanding academic environment, graduate at high rates, and enter the job world at income levels above those of previous generations. UE’s plan to pursue these goals is evident in what it does.”

Given no information on DEI policies/initiatives/achievements was provided in the reviewed document, we were unable to evaluate how, moving forward, this plan will promote/sustain DEI on campus. The committee recommends they explicitly outline the past goals/policies/initiatives that support DEI and then state they are still committed to those goals/policies/initiatives.