



**COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION**

April 16, 2021

To: Jason Stajich, Chair  
Riverside Division Academic Senate

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

Re: [Campus Review] Proposed Policy: UCR Anti-Bullying Policy

CoDEI is supportive of this policy but has lingering concerns about how the policy will be implemented on campus. Although the policy suggests training of Chairs/Deans as potential mediators in these types of situations, we feel that it would be more effective to train neutral third parties to assist rather than expecting faculty to be able to navigate them. The committee remains concerned about how broad the definition of "bullying" is but acknowledges that crafting a more specific definition would create a different set of concerns. Finally, the committee feels strongly that more must be done to address the climate issues on campus and are hopeful that the VPAR/AVPAR hire will be a step in the right direction.