

COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

December 1, 2025

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Esra Kurum, Chair 
Committee on Diversity, Equity, & Inclusion

Re: ***[Campus Review] (Report Review) Drafts of UCR's WASC Self-Study and Institutional Report for Reaffirmation***

The Committee on Diversity, Equity, and Inclusion (CODEI) has reviewed the above draft self-study and Institutional report. Relating to the charge of the committee, CODEI appreciates the overview of the happenings related to equity on campus, identification of achievements in supporting student learning success including robust financial aid and identifying strategies for improving retention and graduation rates for all students. Despite these strides, the committee believes the self-study and institutional report leaves gaps between the identification of equity issues, evidence given to explain these findings, and the steps proposed to address them. The committee highlights several of these concerns below.

Section B.1.5: promoting Student Success

- Do underserved students receive the same amount of support?
- What are the disparities in the extent to which support is given to students across demographics?
- To what extent do these programs reduce attrition across minority, income, and URM status

Section B.2.1: Core Competency Assessments

- Report finding no achievement gaps did not give any explanation on how this conclusion was reached. Justification or data to support this conclusion would be useful.

Section B.2.3.3: Postgraduation Outcomes

- What are the starting salaries stratified by demographics?
- Is there more data on these outcomes?

Section B.2.4.2: High Quality Academic Advising

- Does advising include culturally tailored approaches and strategies to promote student success across all groups?