



OFFICE OF THE CHANCELLOR
2147 MURPHY HALL, BOX 951405
LOS ANGELES, CALIFORNIA 90095-1405

June 18, 2020

Dear Faculty Colleagues:

We thank you for your letters and are grateful for the productive conversations we've had with several of you. These have been helpful in shaping our thinking of how we can best respond as an institution. We are confident that collaboration with you and other campus leaders will help us create a better UCLA together.

We deeply respect the enormous intellectual and emotional labor you have invested, over many years, in championing equity, access and justice at UCLA and beyond. The global groundswell for change that we are witnessing is testament to the years of research, analysis, teaching, mentorship, community collaboration and leadership demonstrated by you and your colleagues nationwide. UCLA's entire leadership team pledges to partner with you to create the kind of transformative change that will leave no doubt that, at UCLA, Black lives, Black intellects, Black aspirations and Black experiences matter.

As a follow up to our initial conversations, we want to share the following proposed actions and look forward to developing plans in consultation and partnership with you. These proposed actions only represent the beginning of our commitments to ensuring lasting change that will have a positive impact on every campus constituency:

- **We will appoint a special faculty advisor** in the chancellor's office to advise on issues of concern to Black faculty, staff and students. We will ask stakeholders on campus to nominate candidates and have the position filled by the end of summer.
- **We will expand the intellectual community devoted to Black life and racial equity issues across the entire campus.** We will invest in scholarship across the career arc as follows:
 - **We will create a Black Student Resource Center on campus** that will add to existing spaces. The university will provide funding this coming academic year to establish programs and staffing in the center. We have begun the process to identify the best location options for the Black Student Resource Center in the center of campus. Importantly, this critical space for students will include access to and collaboration with faculty and key Student Affairs staff. We will be meeting and working with student leaders from the Afrikan Student Union and Black Graduate Student Association to review these options.

- **We will provide 10 summer graduate fellowship awards each year** beginning in 2021 for research, teaching and service related to Black life. Prospective and current graduate students from across all disciplines will be encouraged to apply this coming academic year.
- **We will create a postdoctoral community** focused on Black experience. Five postdoctoral positions, each renewable for a second year, will be funded for five years starting in 2021, with potential for renewal of the program upon review. These postdoctoral scholars will be mentored by at least two faculty members and will be expected to mentor graduate and undergraduate students themselves, to create a mentoring chain that lifts everyone.
- **We will recruit 10 additional faculty members** over the next five years whose scholarly work — teaching, mentoring and/or research — addresses issues of Black experience. These faculty lines may be housed in any academic unit on campus, along with the possibility to be jointly appointed in the Ralph J. Bunche Center for African American Studies or the African American Studies Department.
- **We will allocate a dedicated staff member in External Affairs to provide development support** focused on issues related to Black life. In collaboration with academic leadership, we will craft multi-year fundraising goals and advance this agenda with leadership prospects, donors, volunteer boards and local and national foundations as a post-Centennial Campaign fundraising priority.

We also want to ensure that our campus offers the scholarship, environment and resources necessary to more broadly support and promote racial justice in our community and beyond. To that end, we are also committed to the following actions:

- **We will commit \$250,000 for seed research grants** on racial inequities and racial justice, including campus climate issues. A committee will be assembled to outline the project description and eligibility criteria, followed by a call for proposals during the upcoming academic year.
- **We will commit to establishing a group similar to the current equity advisors** that will represent administrative units on campus and in UCLA Health. The group's mission will be to improve climate for staff and advise on broader diversity and inclusion education.
- **We will allocate a dedicated staff member in Strategic Communications to amplify the voices of faculty, staff and students of color** and others whose work involves challenges to racism and structural inequality. We will vigorously look for opportunities to highlight and lift up the powerful work and compelling stories that need to be heard.

- **We will bolster the leadership roles that the ethnic studies centers play in the life of UCLA.** The Ralph J. Bunche Center for African American Studies, the American Indian Studies Center, the Asian American Studies Center and the Chicano Studies Research Center, which are housed in the Institute for American Cultures, have long been rightly recognized as intellectual leaders in the broader community. We will make sure they are equally recognized in the UCLA community as well. We will also ensure scholars within the ethnic studies centers, along with others who have essential expertise, will have representation and a leadership role in these specific efforts.
- **We will expand the role of the Public Safety Advisory Council that is already in the process of being created,** and ensure that its members represent a diverse cross-section of voices on our campus. As a first set of tasks, the new council's work will include reviewing our relationships with external police forces and examining the responsibilities resting with our UC police force to see what work may appropriately be taken on by others and what must stay with UCPD to ensure campus safety. We commit to continuing our improvement in policing, both on campus and off, including how we can further address issues like use of force protocols, racial bias and racial profiling, effective de-escalation techniques, data transparency and other pressing racial equity matters to ensure that we protect the safety of all in our community, including Black Bruins and other Bruins of color.

The above actions are a starting point for the changes needed to challenge the structural racism that exists in our education system, from kindergarten through graduate school, including at institutions like UCLA.

Additionally, we remain committed to building upon UCLA Enrollment Management's efforts to recruit a diverse student body. We are very pleased that the UC Regents unanimously support legislation that would overturn Prop. 209, which has hindered our ability to create a more diverse campus.

We also recognize that the experiences of staff members of color are critical and require attention. Therefore, we will reach out to Staff Assembly leadership and others to better understand the concerns of staff members of color and how we can ensure a supportive professional environment for all.

Racism is a problem that permeates every sector in our society; racial justice is a goal that should compel all of us. It is therefore fitting that every sector of UCLA should be engaged in combating racism and creating racial justice. This is why we are especially enthusiastic about exploring a suggestion to use the Grand Challenge model — to solve large societal problems in partnership with local communities, along with students, faculty, staff and alumni — to achieve transformative change in society. We think there is great potential in taking up Racial Inequality and Racial Justice as a Grand Challenge that organizes and harnesses the intellectual energy of the campus around the common goal of helping solve one of society's biggest problems. Our deans are also actively exploring how to improve their schools' efforts around equity, diversity and inclusion, with some efforts already underway.

Letter to Faculty

June 18, 2020

Page 4

We hope these first steps are in keeping with your call for the “innovation and transformation” of UCLA and “a realignment to visibly demonstrate how in this institution Black Lives Do Matter.” We are committed to achieving those goals and creating an institution that honors us all.

At this historic moment, every institution is being challenged to act on its commitment to creating a society that is genuinely just and equitable. With your partnership and leadership, UCLA **will** rise to that challenge.

Sincerely,

A handwritten signature in cursive script that reads "Gene D. Block".

Gene D. Block

Chancellor

A handwritten signature in cursive script that reads "Emily A. Carter".

Emily A. Carter

Executive Vice Chancellor and Provost