



UNIVERSITY
OF
CALIFORNIA

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Academic Senate

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September 15, 2025

Academic Senate Division Chairs
Systemwide Academic Senate Committee Chairs

Re: Systemwide Senate Review of Proposed Revisions to Senate Bylaw 140

Dear Colleagues,

I am forwarding for systemwide Senate review proposed revisions to [Academic Senate Bylaw 140](#) presented by the University Committee on Affirmative Action, Diversity, and Equity ([UCAADE](#)) and approved by the Academic Council for systemwide review.

The revisions update the committee's name and charge to better reflect its current focus and responsibilities.

Please submit comments to the systemwide Academic Senate office at SenateReview@ucop.edu by December 10, 2025, to allow us to compile and summarize comments for the Academic Council's December 17 meeting, when next steps for this proposal will be considered. As always, any committee that considers these matters outside its jurisdiction or charge may decline to comment.

Please do not hesitate to contact me if you have any questions.

Sincerely,

Ahmet Palazoglu
Chair, Academic Council

cc: Academic Council
Senate Division Executive Directors
Senate Executive Director Lin

Justification for Revisions to Bylaw 140

The University Committee on Affirmative Action, Diversity, and Equity (UCAADE) was created at a time when the University of California, along with many public and private institutions, was working to reverse longstanding patterns of privileging students, faculty, and staff, over equally qualified members of the community. In light of current federal efforts to overturn that work, and growing awareness that the current committee's name may be misinterpreted as inconsistent with California State Proposition 209, UCAADE undertook a review of the committee's name and charge.

First, even though the term "Affirmative Action" does not equate with activities prohibited by Proposition 209, such as the use of race, ethnicity, or gender as factors in hiring or admissions, the committee concluded that the use of the term may contribute to public confusion. To be clear, the University of California does not practice affirmative action and remains in full compliance with Proposition 209. However, UCAADE's work in promoting equity, diversity, and anti-discrimination remains vital. The proposed name and bylaw revisions are intended to clarify that role.

UCAADE also reviewed its bylaw to better align the committee's charge with current practice. For example, the directive that the committee "report annually to the assembly the state of affirmative action, diversity. . . include a review of the annual reports of the Divisional Committees. . . "(140.B.3) has not been consistently followed in recent years. The revised language more accurately reflects the committee's actual work and the ways it supports the Senate. The updated charge clarifies UCAADE's role as a committee that maintains institutional memory about efforts to create a university without discrimination, provides guidance to divisional and systemwide Senate committees in those efforts, and promotes accountability. The inclusion of "accountability" emphasizes the committee's commitment to actively tracking efforts at the university to further equity and anti-discrimination and identifying areas where additional progress is needed.

140. Accountability In Anti-Discrimination and Equity

- 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. (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 related to accountability in anti-discrimination and equity for all academic personnel, student, and academic programs.
 - 2. Further accountability and transparency by requesting and reviewing reports as well as engaging with relevant University of California Office of the President (UCOP) offices, system-wide Senate committees, and divisional committees related to accountability in matters of anti-discrimination and equity. (Am 28 May 2003; Am 12 May 2004, Am Dec 2015)
 - 3. Proactively request institutional research related to its charge. (Am 28 May 2003, Am Dec 2015)
 - 4. Assess policies, practices, and guidance related to its charge. (Am 28 May 2003, Am Dec 2015).
 - 5. Offer guidance and/or best practices to the University of California Office of the President (UCOP), system-wide Senate committees, and divisional committees via divisional representatives, and recommend changes to policy, and/or practice. (Am 14 Oct 2009, Am Dec 2015)
 - 6. Report, as needed (including an annual report), to the Academic Council and related entities on items related to accountability in anti-discrimination and equity. (Am 28 May 2003, Am Dec 2015)
 - 7. Serve as institutional memory regarding research and reporting, and document both successes and challenges related to its charge.

140. ~~Affirmative Action, Diversity, and Equity~~ **Accountability In Anti-Discrimination and Equity** (Am 13 May 97, Am Dec 2015)

- 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. (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, diversity, and equity for academic personnel, students, and academic programs.~~ related to accountability in anti-discrimination and equity for all academic personnel, student, and academic programs.
 2. Further accountability and transparency by requesting and reviewing reports as well as engaging with relevant University of California Office of the President (UCOP) offices, system-wide Senate committees, and divisional committees related to accountability in matters of anti-discrimination and equity. (Am 28 May 2003; Am 12 May 2004, Am Dec 2015)
 3. ~~Establish basic policy and procedures for coordinating the work of the Divisional Committees concerned with affirmative action, diversity, and equity. Proactively request institutional research related to its charge.~~ (Am 28 May 2003, Am Dec 2015)
 4. ~~Report annually to the Assembly the state of affirmative action, diversity, and equity in the University. This report shall include a review of the annual reports of the Divisional Committees on Affirmative Action, Diversity, and Equity (or equivalent committees). Assess policies, practices, and guidance related to its charge.~~ (Am 28 May 2003, Am Dec 2015).
 5. ~~Review the information on affirmative action, 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. Offer guidance and/or best practices to the University of California Office of the President (UCOP), system-wide Senate committees, and divisional committees via divisional representatives, and recommend changes to policy, and/or practice.~~ (Am 14 Oct 2009, Am Dec 2015)
 6. ~~Undertake studies of policies and practices affecting affirmative action, diversity, and equity and make recommendations to appropriate University~~

~~bodies~~. Report, as needed (including an annual report), to the Academic Council and related entities on items related to accountability in anti-discrimination and equity. (Am 28 May 2003, Am Dec 2015)

7. Serve as institutional memory regarding research and reporting, and document both successes and challenges related to its charge.