

TO: Jose Wudka, Chair
Riverside Division

FR: Kurt Schwabe, Chair
Executive Committee, School of Public Policy

RE: Comment on Senate Task Force Report on Climate, Equity, and Discrimination

Date: April 8, 2015

Dear Chair Wudka:

The Executive Committee of the School of Public Policy would like to offer a few comments on the Senate Task Force Report on Climate, Equity, and Discrimination.

First, we commend the Task Force and all parties contributing to this report for their efforts in addressing this important issue.

Second, and in terms of comments, we certainly support wholeheartedly their recommendation of a Grievant Rights document (Recommendation #2), and suggest that it be available to an individual at the first point of contact. In addition, we support the need for more transparent and complete reporting (Recommendation #4), and the need for a stronger Senate role (#6).

Third, we suggest that prior to considering a new position as specified in Recommendation #1, we might explore retooling some of the existing infrastructure and observe how the system functions. For example, in response to Recommendation #3, has sufficient consideration been given to improving the existing website for the Office of Administrative Resolution: <http://conflictresolution.ucr.edu>? While the site includes links to potentially relevant sites, information available may be incomplete or otherwise insufficient to clarify next steps. The typical grievant is unfamiliar with the university's conflict resolution procedures; the process of identifying grievance, charge, or other issues of concern, and determining which campus body is best suited to considering it, can be daunting.

Alternatively, or in addition to, updating the website or otherwise making critical information more easily available on an as-needed basis, could existing personnel and administrative bodies be more efficiently engaged in the grievance process? For example, the Ombudsperson's office is charged with collecting data on the numbers and kinds of

issues that arise on campus and how they are resolved—information that might be made available in some form by way of indicating which strategies are likely to be most successful. In addition, and in response to Recommendation #6 –could reviving and revising the Grievance Consultation Panel—be an effective resource for faculty? It’s likely that this body might be able to provide more specific guidance and support than the Ombudsperson can in some situations.

