

# UNIVERSITY OF CALIFORNIA, RIVERSIDE



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EXECUTIVE COMMITTEE:  
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

April 8, 2015

TO: José Wudka, Chair  
Academic Senate

FROM: Jason Weems, Acting Chair  
CHASS Executive Committee

RE: Review of Climate, Equity & Discrimination Task Force Report

CHASS Executive Committee supports the project of re-thinking campus processes addressing harassment and discrimination. This is a necessary part of a larger effort to support the development of our campus as a national leader where diversity is concerned. Recently announced changes in administrative structures anticipate some of the recommendations made by the task force. The separation of advocacy for victims of sexual harassment and assault from the investigation of complaints, for example, is one such positive development.

We are particularly interested in how the role of the faculty senate might be clarified, and strengthened where appropriate. All faculty members involved in a complaint will benefit from a clarification of processes, especially regarding the different/diverging responsibilities of various bodies governing a complaint. All faculty, furthermore, will benefit from guidelines regarding the pace and speed of investigation and resolution of conflict. Clarity regarding the timeline for investigations and complaint resolution will also assist departments as they navigate these crises.

We see especially the need to establish a restorative process as a central component of UCR's procedures for addressing harassment and discrimination. A restorative process might, for example, involve monitoring merit and promotions in a department to protect all participants in a complaint from retaliation. The minimization of the possibility of retaliation strikes us as a goal of utmost importance. A proactive approach to the restoration of normative relations will facilitate a department's transition from a crisis-culture to something more supportive and stable for all parties.

Jason Weems, Acting Chair  
UCR CHASS Executive Committee