

Year 1 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of California, Los Angeles

UCLA Equity Advisors Program(s)

This Action Applies to Rubric Item(s): 1 (Embedding the Values of Diversity, Inclusion, and Respect into Hiring, Promotion, Advancement, and Admissions) and 6 (Ally or Ambassador Programs)

Description of Work:

In June 2014, all schools and academic units were asked to appoint a faculty member as an Equity Advisor (EA). This EA would be tasked with a leadership role in matters of equity, diversity, and inclusion within their unit. Distributed throughout the University, Equity Advisors leverage their direct experience with local culture and climate to advise their deans and peers in terms of strategy, policy, training, climate, and accountability.

Equity advisors are now in place in Divisions of Life Science, Social Science, Humanities, and Physical Sciences, and in the School of Theater, Film and Television, Samueli School of Engineering, School of Law, Anderson School of Management, the International Institute, Herb Alpert School of Music, School of Public Health, School of Dentistry, School of Nursing, School of Public Affairs, School of Arts and Architecture, the Graduate School of Education and Information Studies.

Roles and responsibilities vary, depending on the specific context of a given unit; many Equity Advisors play an important role in faculty training, monitoring the faculty search and other hiring processes, improving climate, and consulting on matters of equity, diversity, and inclusion. Equity Advisors consult one another for best practices, and support, and they connect with the [UCLA Office of Equity, Diversity and Inclusion](#) on a regular basis. The EA are all members of a shared email listserv, have regular training opportunities, and EA in academic units receive an annual stipend as well as a small budget to further their EDI efforts. Equity Advisors report directly to their deans, and work closely with, and provide invaluable advice to, the Vice Chancellor for Equity, Diversity and Inclusion (EDI). They constitute a fundamental advisory council for the EDI Office. They are sometimes also the first point of contact for their colleagues who have questions or concerns related to EDI, and a point of referral for folks to the EDI office. As for hiring efforts, Equity Advisors sometimes serve on search committees, sometimes are the liaison between their department and the EDI office for those cases where specific circumstances around searches (such as the timing of annual conferences, different hiring practices in different field, and different confidentiality expectations across career stages).

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New: Administrative Equity Advisor Program

As of summer, 2020 Equity Advisors are also in Undergraduate Studies, Graduate Studies and other staff offices throughout the university. Based on the tremendous success of the Academic Equity Advisor program, the UCLA office of EDI has decided to launch an Administrative Equity Advisor program. This program is being launched in collaboration with all administrative units, Senior Leadership of UCLA, the BruinX team, the Staff Diversity & Compliance office (SD&C), and the VC of EDI, as well as the current Academic Equity Advisors as consultants. The aim of this program will be to have an Equity Advisor appointed for all administrative staff units across campus. To our knowledge, the launch of this program will make UCLA the first of the UC campuses to house an Equity Advisor program for all faculty and staff across departments and units. **The launch of the Administrative Equity Advisor program will allow us to more effectively address issues related to sexual harassment and other forms of discrimination as they arise across units. The program will help increase the communication between those people who might be facing harassment at the frontlines and those in the Title IX and Discrimination Prevention Offices, who can help them.**

Similar to the Academic Equity Advisors, the Administrative Equity Advisors will regularly meet among themselves, with the BruinX and SD&C team, and the new VC of EDI, Anna Spain Bradley. We are currently in the process of organizing input and recommendations from Academic Equity Advisors regarding the launch of Administrative Equity Advisors, and getting input from several key stakeholders from across campus to ensure a smooth and successful launch of the Administrative Equity Advisor Program.

Website for further information (if applicable):

Point of Contact Name:

Email Address for Point of Contact: