



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

March 20, 2025

revised

PROVOSTS/EXECUTIVE VICE CHANCELLORS
ACADEMIC COUNCIL CHAIR CHEUNG

Re: Diversity Statements at the University of California

Dear Colleagues:

I write at the request of President Drake to inform you about a decision by the UC Board of Regents to change the University's practices with respect to staff and faculty recruitments. After thoughtful consideration, the Board has directed President Drake to take action to ensure that diversity statements are no longer required for new recruitments.

The Regents determined this announcement was necessary because some programs and departments have required diversity statements as part of hiring processes despite the fact that the University of California has never maintained such a systemwide policy. The requirement to submit a diversity statement may lead applicants to focus on an aspect of their candidacy that is outside their expertise or prior experience. The Regents affirmed that UC's values and commitment to our mission have not changed. We can continue to effectively serve communities from a variety of life experiences, backgrounds, and points of view without requiring diversity statements in the hiring process.

As you know, the University does have a systemwide policy, Academic Personnel Manual (APM) 210-1.d, that enables faculty members who engage in diversity, equity, inclusion, and belonging in their teaching, research, and service to be recognized for these contributions during the academic review process. This policy was developed in close consultation with the UC Academic Senate and will remain in place.

APM - 210 currently provides flexibility to faculty in their review actions to submit, in any form they wish, inclusive academic achievements in teaching, research, and service, and receive due recognition for those contributions. APM – 210 does not require the submission of standalone diversity statements.

Accordingly, faculty members may choose to submit descriptions of relevant academic achievements such as instituting inclusive research practices; teaching approaches that support the success of all students through curriculum design, pedagogy, assessment, and classroom environment; mentoring that supports the advancement and professional development of all students, postdoctoral scholars, and colleagues; and campus or professional service activities that further the University's public mission. The policy was intended to demonstrate the University's commitment to creating a community where people

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of all backgrounds and points of view can engage, learn, and thrive, and this policy will continue to ensure that outcome.

To be clear, requiring stand-alone diversity statements in recruitment is no longer permitted. If an applicant chooses to refer to these accomplishments in other parts of an application or during interviews and discussions, hiring committees can consider these contributions alongside the applicants' other qualifications.

Consistent with federal and state law, the University should, and will, continue to provide due recognition to prospective or current employees who wish to share how they have contributed to inclusive excellence. The Regents reinforced the importance of the University's policies and practices that are designed to ensure that talented students, staff, and faculty from all groups can access the University and feel welcome.

Please share this message with faculty across the system and with Academic Senate committees. Thank you for your attention to this matter and for all you do for the UC community.

Sincerely,



Katherine S. Newman
UC System Provost and
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor
of Sociology & Public Policy

cc: President Drake
Chancellors
Vice President and Chief of Staff Kao
Vice President/Vice Provost Gullatt
Interim Vice Provost Haynes
Deputy Provost Lee
Academic Council Vice Chair Palazoglu
Vice Provosts/Vice Chancellors for Academic Affairs/Personnel
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