

HxA-UCLA Retreat – November 15, 2024

Site: UCLA School of Law, Room 1314

10 am Monitoring areas of progress. Spend 15-20 minutes each on three areas for which we've already done work:

UC and UCLA policies on “free speech”. (David Nimmer, Daniel Treisman)

- “Draft” policy at UCLA
- UC guidelines issued over the summer
- Our proposed policy

Institutional neutrality (Julia, Rick)

- UCLA law school
- Harvard

HxA-UCLA's draft website and “vision” statement (discussion)

- What might be the value of having a different organization

11 am The use of DEI statements in hiring. What is the research telling us? What are alternative approaches to this? What are possible strategies for reform, both at UCLA and UC wide? (Steve Brint, Will Fithian, Rogers)

- Rogers' material
- Berkeley reform proposal
- Harvard reformed policy

Noon Lunch break – general discussion of administrative hypertrophy

- Materials from Julia?

12:30 Fostering a culture of civil engagement. Can we present some concrete alternative strategies that have been tried elsewhere? What are the goals? How do we know if we're succeeding? (What? Who?)

- David Myers....or someone from his group
- Ideas from other campuses....

1:30 “Investigations” of faculty. What is the current status quo – how many faculty are investigated, what is their status during the investigation, what findings are made, what is the cost/benefit analysis? How does this vary across UC, and at other schools? What are strategies to reform this?

- Material from Susanne, fashioned into a potential reading program.

2:00 Containing craziness. What are strategies used on other campuses?

2:30-3 pm Wrap up:

- Specifying some short-term and long-term goals...
- Strategies for UC-wide cooperation
- Case studies of woke dysfunction

Background materials:

Mission statements

[Faculty for Yale](#)

[Council on Academic Freedom at Harvard](#)

[Berkeley Initiative for Free Inquiry](#)

Diversity statements

Recent shifts: diversity statements no longer required in faculty hiring

[MIT](#) (NYT 5/6/24)

[Harvard Faculty of Arts and Sciences](#): (NYT 6/3/24)

At least nine states have banned mandatory use of diversity statements in hiring and promotion ([Chronicle 9/9/24](#))

Short statements and op-eds

[Academic Freedom Alliance calls for end to required diversity statements in federal grant funding](#) 7/18/24

Randall Kennedy, "[Mandatory DEI statements are ideology pledges of allegiance](#)" (*Chronicle*, 4/3/24)

Komi Frey, "[We Know Diversity Statements Are Political Litmus Tests](#)" (*Chronicle*, 1/4/24)

Brian Leiter, [The Legal Problem With Diversity Statements](#) (*Chronicle*, 3/13/20)

Abigail Thompson, "[The University's New Loyalty Oath](#)" (*WSJ*, 12/19/19)

Longer analyses

Steven Brint and Komi Frey, "[Is the University of California Drifting Toward Conformism? The Challenges of Representation and the Climate for Academic Freedom](#)". Addresses use of diversity statements in hiring in context of broader analysis of DEI at UC.

Commentaries on Brint and Frey and rejoinder by Brint can be found [here](#). [David Hollinger's commentary](#) includes reflections on the loyalty oath controversy of the 1950s.

Brian Soucek, "[Diversity Statements](#)." UC Davis Law Review, vol. 55, no. 4, April 2022, pp. 1989-2062. Addresses legal question of whether mandatory diversity statements entail viewpoint discrimination, violate academic freedom, or amount to political litmus tests and how they might be structured so as not to do so.

Nicholas Confessore, "[The University of Michigan Doubled Down on D.E.I. What Went Wrong?](#)" (NYT, 10/16/24). A broader discussion of disenchantment with various aspects of DEI at University of Michigan.