

July 1, 2020

To: Berkeley Chair of the Academic Senate Oliver O'Reilly
Chair of the Budget Committee Leslie Kurke
Vice Provost for the Faculty Ben Hermalin
Associate Vice Provost for the Faculty Sharon Inkelas

From: The ESPM Council

Re: Evaluating contributions to diversity, equity, and inclusion in the academic review process

Dear Colleagues:

We are in an extraordinary moment in history - a moment of reckoning about structural racism that extends into our professional spheres and academia more broadly. We are in a moment when our students, including students in several departments and programs on campus (e.g., PMB, IB, Chemistry, among others), are demanding that faculty and the campus administration implement anti-racist actions and systematically and tangibly embed diversity, equity, and inclusion values into the norms, policies, and procedures of our departments and the campus more broadly. These forms of structural change are paramount for shifting the culture of the Berkeley campus.

It is for these reasons that we write to you to indicate our strong support for making DEI an essential component of all faculty merit/promotion cases, following the lead of our peer institutions, including [UCLA](#). Many faculty members, particularly people of color, women and other minority groups on this campus, undertake an enormous amount of hidden work to make this campus a more inclusive environment for our colleagues, students, and staff. Yet, even though a core of the [University of California's mission is to advance equity and inclusion](#) for the achievement of academic excellence and recognized by the APM (210-1-d), DEI work at Berkeley is currently not reviewed consistently nor valued in the same way as other faculty achievements in merits and promotions. This is a problem that undermines the perceived legitimacy of our stated commitment to advancing the principles of diversity, equity and inclusion on campus. We therefore request that Berkeley **make DEI an essential component for all merit and promotion cases** thus upholding DEI as core values of UC Berkeley in a real and visible way. This would align with the overall diversity goals of the UC and campus, our shifting hiring practices, and ensure fairness in faculty reviews across disciplines.

Sincerely,

ESPM Chair Paolo D'Odorico
ESPM - Ecosystem Sciences Division Chair Whendee Silver
ESPM - Organisms and the Environment Division Chair Rodrigo Almeida
ESPM - Society and the Environment Division Chair Kate O'Neill

ESPM Head Graduate Advisor Damian Elias
ESPM Vice Chair for Instruction Matthew Potts
ESPM Equity Advisor Stephanie Carlson
ESPM Cooperative Extension Representative Van Butsic

CC: RCNR Dean David Ackerly, RCNR Associate Dean for Academic Affairs Allen Goldstein,
RCNR Associate Dean for Equity and Inclusion Isha Ray, Director of the Office of Faculty Equity
and Welfare Karie Frasch