



UNIVERSITY OF CALIFORNIA

Michael V. Drake, MD
President

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DIVISION OF AGRICULTURE AND NATURAL RESOURCES

February 20, 2025

On Friday, February 14, the U.S. Department of Education Office for Civil Rights distributed broadly a [“Dear Colleague” letter](#) regarding diversity, equity, and inclusion (DEI) programs. The letter provided guidance on the Education Department’s interpretation of existing anti-discrimination laws and indicates how the Office of Civil Rights may assess compliance with certain legal requirements. UC leadership across the system is working with members of our community to evaluate the potential impact and implications of the letter and will provide updates or guidance as appropriate. As many in our community are aware, the University of California has been operating under longstanding state law requirements and does not consider race, sex, color, ethnicity, or national origin in our practices.

The University of California’s mission is built on teaching, research, healthcare, and public service for the benefit of all Californians. To meet our ambitious goals, we provide opportunities for students, faculty, and staff from all backgrounds to study, teach, conduct research, work, provide quality patient care, and thrive at UC. Different perspectives and experiences enrich and improve our academic, research, and service outcomes.

Our mission and values have not changed. We encourage UC staff to continue with their work in alignment with all applicable state and federal laws. We will continue to ensure that every Californian has the opportunity to join the UC community and feels welcome at our campuses. We are committed to ensuring that our campuses benefit from the talents and aspirations of all, as we create a vibrant workforce for future generations.

Sincerely,

Michael V. Drake, MD
President