

RESOLUTION AFFIRMING SUPPORT OF UC STUDENT ASSOCIATION'S DISABILITY JUSTICE BUDGET ASK

WHEREAS, the Center for Accessible Education (CAE) at UCLA currently employs 6 disabilities specialists, creating a ratio of 1:666 students per disabilities specialist,¹ which is far greater than the ideal amount of 1:250

WHEREAS, 4000 students are currently seeking accommodations at UCLA, which is 13% of the total undergraduate student body,

WHEREAS, according to CAE, turnaround time for a student accommodation request is 2-4 weeks, bleeding into midterms and other major assignments throughout the quarter without accommodations.

WHEREAS, UCLA had 10 disability specialists on staff during the 2020-2021 academic year, but as of 2023 there was a loss of 4 specialists, putting more stress on staff and students and limiting availability,

WHEREAS, the rise in student-to-specialist ratio due to the aforementioned loss of staff is compounded by the increase in students seeking accommodations or resources from CAE,²

WHEREAS, UCLA's disabilities specialists require a master's degree, yet are paid \$45,000 a year on average,³ while the average salary in Los Angeles is \$55,000,⁴ and the state average is \$70,000.⁵

WHEREAS, Los Angeles' high cost of living and UCLA's below-competitive wages result in a low retention rate of disability specialists,

WHEREAS, 28% of undergraduate students with disabilities have seriously considered leaving the University of California (UC), compared to only 17% of undergraduate students without disabilities,⁶

¹

https://docs.google.com/spreadsheets/d/17OMDbrg9ZsePC-uW2yGH6hEdXN_zHyrZVIS3rsG-qK8/edit#gid=0

² <https://regents.universityofcalifornia.edu/regmeet/nov20/a4.pdf>

³

<https://docs.google.com/spreadsheets/d/1LG6hEghe93rHSOYxwxztn9ujqGIIXfPPETif8Ti60I0/edit#gid=682209339>

⁴ <https://www.salary.com/research/salary/recruiting/disability-specialist-salary/los-angeles-ca>

⁵ <https://www.ziprecruiter.com/Salaries/Masters-Degree-Salary--in-California>

⁶ https://campusclimate.ucop.edu/_common/files/pdf-climate/ucsystem-full-report.pdf

WHEREAS, 85% of UC students without disabilities or conditions agree with the statement “I have the space and resources needed to succeed academically”, compared to only 67% of students with disabilities,⁷

WHEREAS, obtaining sufficient medical documentation for a disability is an additional significant barrier to accessing disability services,⁸ which is too frequently a costly, lengthy, invasive, and burdensome process, further limiting usage of resources

WHEREAS, the health, wellbeing, and academic performance of students with disabilities are compromised by the lack of disabilities specialists,

WHEREAS, the university’s refusal to acknowledge student demands and provide timely accommodations for disabled students is an ongoing and well documented violation of students’ civil and educational rights,

THEREFORE LET IT BE RESOLVED, the UCLA Undergraduate Student Association Council supports the University of California Students Association’s Budget Request of \$18,900,000 in permanent, ongoing funding and \$240,000 in increased funding every year for at least the next four years, dispersed across all campuses in the UC system.

THEREFORE LET IT BE RESOLVED, the UCLA USAC supports the use of such funds to hire the necessary number of DSP specialists at competitive wages

THEREFORE LET IT BE RESOLVED, the Undergraduate Student Association demands the university begin committing funds before the need arises. DSP should begin the hiring and lengthy training process based on predictions of population growth beforehand.

THEREFORE LET IT BE FINALLY RESOLVED, USAC supports the use of additional funds to provide further services that benefit students with disabilities, such as:

1. Mobility accommodations for students who need them, addressing a long history of grievances against the lack of aid on UCLA’s notoriously hilly campus;
2. Increased emphasis on remote learning accommodations;
3. The employment of a CAE public relations staffer, informally requested by CAE staff;
4. CAE involvement with housing accommodations;
5. Anti-ableism and neurodiversity awareness training for faculty and staff; etc

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https://www.ucop.edu/institutional-research-academic-planning/_files/survey-documents-undergraduate/ucues-2020-administration-report.pdf

⁸ <https://doi.org/10.1177/004005990003200508>