

**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,<sup>1</sup> 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,<sup>2</sup>

**WHEREAS**, UCLA's disabilities specialists require a master's degree, yet are paid \$45,000 a year on average,<sup>3</sup> while the average salary in Los Angeles is \$55,000,<sup>4</sup> and the state average is \$70,000.<sup>5</sup>

**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,<sup>6</sup>

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[https://docs.google.com/spreadsheets/d/17OMDbrg9ZsePC-uW2yGH6hEdXN\\_zHyrZVIS3rsG-qK8/edit#gid=0](https://docs.google.com/spreadsheets/d/17OMDbrg9ZsePC-uW2yGH6hEdXN_zHyrZVIS3rsG-qK8/edit#gid=0)

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

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<https://docs.google.com/spreadsheets/d/1LG6hEghe93rHSOYxwxzIm9ujqGIIXfPPETif8Ti60I0/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](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,<sup>7</sup>

**WHEREAS**, obtaining sufficient medical documentation for a disability is an additional significant barrier to accessing disability services,<sup>8</sup> 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](https://www.ucop.edu/institutional-research-academic-planning/_files/survey-documents-undergraduate/ucues-2020-administration-report.pdf)

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