

**Boulder Faculty Assembly
Diversity Committee**

**Report of Activities
Academic Year 2023-24**

Andrea Feldman, Chair

April 14, 2024

The 12 members of the Boulder Faculty Assembly Diversity Committee met six times in AY 2023-24 (three times in Fall and three times in Spring), supplemented by extensive email discussions.

In Fall 2023 the BFA Diversity Committee invited the ADA coordinator from the OIEC office (and Director of ADA Compliance) Caitlin O'Donnell, to answer questions about protected class policies and to help Caitlin better communicate ADA compliance policies to the campus. We discussed assistance for visually impaired faculty and prepared a set of resources to be posted on the BFA website (see attached) and suggested how to help Caitlin better communicate ADA compliance policies to the campus. We discussed:

- Implications of lawsuits for hiring
- Implications for DEI and merit

Also in Fall, we recommended not having another analysis of annual unit merit standards and procedures until the 2024-25 update of the repository. We believed that in 2023-24, we would not see a lot of change, but there is work in progress. Academic Affairs (as organized by Andre Grothe, Assistant Vice Provost for Academic Planning) is charged with annually collecting any updated documents from units. That call for updates hasn't gone out yet this year. From the evidence of Andre's work in 2022-23, it will take quite some time and many reminders for units to respond. Therefore, Sr. Vice Provost Katherine Eggert suggested that we wait to analyze the data or collect more data. She suggested that most departments who intended to update their documents were not getting started until Fall 2023. It takes a long time to update policy and procedures, especially when it comes to merit evaluation and salary matters. For that reason, it would be more likely that units will finish a round of revisions at the end of the Spring 2024 semester, for use in the 2024-25 academic year.

Updates to FRPA DEI and presentation at the General Assembly

In Fall 2023, we presented our “before” analysis at Excom and at a General Assembly, to alert departments that the “after” analysis is coming next AY. In our presentation, we emphasized that units determine their own criteria for merit and how to incorporate DEI in merit.

However, we received feedback that the search done by Academic Affairs should do more than search for the keywords: DEI or Diversity in the merit documents. The thinking is that units may not use those keywords but still use the DEI standards in evaluating merit. The full repository of documents is [here on the Faculty Affairs web site](#) For the next FSWG survey, we will ask Andre Grothe to include the questions: How do you operationalize DEI and merit? And, how does your unit define DEI?

We also discussed *Daily Camera* articles (two of them) about racism at CU. We recognize that confidentiality (of what happened in the two units involved in these stories) vs. transparency is an ongoing problem. We continued building our resources list to add to the guidelines on our website, including information on free speech communities and DEI.

<https://www.dailycamera.com/2023/10/22/cu-boulder-doctoral-students-allege-racial-discrimination/>

We also discussed the *Daily Camera* article about the complaint and pending lawsuit filed by the Equal Protection Project to the Department of Education’s Office of Civil Rights, against CU Boulder and DU, for their McNair program grants. As discussed by the committee, this program is a federal grant program and not specific to CU Boulder. The eligibility criteria for the McNair program have nothing to do with race; wording is here:

<https://www2.ed.gov/programs/triomcnair/index.html>.

We responded to BFA Chair Shelly Miller with our findings.

At the request of ExCom, we reviewed the Sexual Misconduct Taskforce report and asked the committee for volunteers to serve on the Sexual Misconduct Task Force. Melissa Pope agreed to serve on the Sexual Misconduct Task Force and gave us periodic updates, which we have passed on to BFA Chair Shelly Miller.

We reviewed the Religious Accommodations proposed policy from OIEC, and the committee felt a new office was not needed, but the required syllabus statement should remove the language that says it is up to the discretion of the faculty how to handle requests for absences due to religious observance. We reported this finding to ExCom.

In Spring 2024 we discussed supporting Ethnic Studies in light of the recent doxxing truck and threats to faculty, staff and students. We discussed the need for a town hall or series of talks with experts to unpack issues of academic freedom, academic silencing, and feelings of coercion from a scholarly point of view. Students have voiced that they feel they are being judged and criticized by their peers for their views.

The Chancellor, Provost and COO sought input from the Shared Governance Groups on the goals and campus needs for a diversity, equity, and inclusion “summit” or “conference.” We began our discussion regarding a possible Shared Governance DEI Conference. We met with Sonia DeLuca Fernández, Senior Vice Chancellor for Diversity, Equity, and Inclusion, to discuss an overview of the work her office has been doing, learn how she might better support BFA, a presentation to the Diversity Committee on [Shared Equity Leadership](#).

Sonia shared the DEI Resources Hub:

<https://o365coloradoedu.sharepoint.com/sites/CHANCLOR-DEI-Resources?e=1%3Aa06884ccee694e62894b5d7f4a87a727>

We will continue this conversation, and especially articulate our goals and needs for a Diversity Summit.

Also in Spring, we reviewed BFA-R-1-030424 Recommendation to Remove Open Comment Section UCB FCQs and passed on our feedback to the BFA Chair.

Finally, we invited the incoming Chair, Carmen Pacheco, to our April 2024 meeting and separately, Andrea met with Carmen to orient her to the position,

Committee Composition

The Diversity Committee shall have a minimum of eight faculty and two student members, and may choose additional members, subject to approval by the Executive Committee, to ensure sufficient membership to address specific issues and concerns as they arise.

Administrative Liaison

The administrative liaison for the Diversity Committee is the Office of the Senior Vice Chancellor for Diversity, Equity, and Inclusion and the Associate Deans for DEI from the College of Arts and Sciences and the Law School.

Interface with other Committees

The Diversity Committee interfaces with the ASFS Diversity Committee and the Faculty Council Committee for Racial & Ethnic Equity (CREE committee).

As needs or opportunities arise, the Diversity Committee will invite members of other governance bodies and/or their relevant committees to attend Diversity Committee meetings as a non-voting resource member. (e.g., Diversity officers from Schools and Colleges).

Committee Members:

Andrea Feldman (chair)

Natalie Avalos

Mike Barnett

Kathryn Goldfarb

Dejun “Tony” King

Manuel Lladser

Melissa Pope

David Slayden

Amanda Stewart

Patricia Gonzalez (Resource member)

Fernando Guzman (Resource member)

Alphonse Keasley (Resource member)