Boulder Faculty Assembly
UNIVERSITY OF COLORADO **BOULDER**

BFA Diversity Committee Notice of Motion
Motion to Change the Diversity Committee Name and Charge
BFA-M-3-110424

Whereas the work and mission of the BFA Standing Committees must necessarily evolve to keep in step with changes in campus structure, organization, and administration; and

Whereas per the BFA Bylaws Article V. Part A. Committees Section 1 states:

Committees act as official advisory panels to the Executive Committee and the Assembly as provided for in the Standing Rules. Committees shall regularly evaluate the campus policies, procedures, and standards that fall within the scope of their charge; and

Whereas the members of the BFA Diversity Committee have discussed and voted to approve changing the committee name to the Diversity, Equity, & Inclusion (DEI) committee and to revise the charge so that it more accurately reflects the committee's mission and goals.

Whereas the BFA Bylaws state in Article V. Part A. Committees Section 2:

Standing committees may be created, modified, and dissolved by the Assembly. The charge and purpose of each committee should be determined by the Assembly and incorporated into the Standing Rules of the BFA.

Be it Resolved that the Boulder Faculty Assembly approve the revised charge for the ***BFA Diversity, Equity, & Inclusion (DEI) Committee.***

Approved

Submitted by the BFA Diversity Committee: October 29, 2024
Approved for submission to Assembly by the BFA Executive Committee: November 5, 2024
Submitted to the BFA General Assembly: November 7, 2024
Approved by Assembly on December 5, 2024, with 54 in favor; 4 opposed; and 4 abstentions

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BFA Diversity Equity & Inclusion Committee Charge Update – 11.05.24

Proposed changes:

Charge

A diversity, equity, inclusion agenda is grounded in the understanding that U.S. society is stratified and thus, peoples excluded from power continue to experience structural inequities in the workplace. The BFA Diversity, Equity, Inclusion Committee addresses issues affecting historically excluded faculty of protected classes. Our work promotes inclusive excellence, in other words the many strategies that enable each faculty member to thrive despite continued forms of structural inequity that may prevent them from being a valued and included member of the institutional body. Our mission is to help facilitate equitable access to educational opportunities, fostering an inclusive campus culture, and addressing issues of diversity, equity, and inclusion in curriculum, faculty recruitment, hiring, pay equity and retention, sustainability, and health and wellness.

Membership

The BFA Diversity Equity Inclusion Committee shall be composed of eight elected faculty including two BFA representatives from any college/school, three faculty from Arts & Sciences (preferably from all three divisions) and three faculty from non-Arts and Sciences units. The committee may also choose additional members, subject to approval by the BFA Executive Committee, to ensure sufficient and diverse membership. The committee chair may also select resource members with a non-voting one-year term that can include retired faculty, research faculty, staff, and students. Administration and campus shared governance liaisons should include representatives from the campus Diversity, Equity, and Inclusion office, directors of college/school Diversity Equity Inclusion programs, chairs of college/school faculty shared governance Diversity Equity Inclusion committees, and representatives from other campus shared governance Diversity Equity Inclusion committees such as CUSG, GPSG, and Staff Council.

Guiding Principles of the BFA Diversity, Equity, and Inclusion Committee

Diversity, Equity, and Inclusion (DEI) means building a campus environment where all individuals, regardless of their background, feel valued, respected, and empowered to thrive. **Diversity** refers to the variety of identities, experiences, and perspectives that enrich the community, including race, ethnicity, ancestry/national origin, caste, gender, gender identity, sexual orientation, ability, age, dimensions of difference both visible and non-visible, and protected classes recognized by OIEC. **Equity** means creating fair opportunities and outcomes for everyone, ensuring that all students, faculty, and staff have access to the resources and support they need to succeed. **Inclusion** means cultivating a welcoming, supportive campus culture where every individual belongs, is respected, valued, and knows that their work matters, while actively engaging with diverse perspectives and challenging inequity. CU Boulder's DEI efforts acknowledge institutionalized inequities and aim to dismantle systemic barriers, enhance representation, and promote social justice across all areas of university life.

Approved

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Current Diversity Committee Charge

The Diversity Committee addresses issues affecting underrepresented faculty of protected classes. Members also serve on the Chancellor's Advisory Committees, as well as appropriate Faculty Council committees. The committee participates actively with the Office of Diversity Equity and Community Engagement (ODECE), as well as the Office of Faculty Affairs.

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 Diversity, Equity, and Community Engagement.

Interface with other Committees

The Diversity Committee shall interface with the ASC Diversity Committee on a regular basis, with a member of the ASC serving as an additional administrative liaison. 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).

Approved