

**Boulder Faculty Assembly  
Diversity, Equity, and Inclusion Committee  
Report of Activities  
Academic Year 2024–25**

**Carmen Pacheco, Chair  
May 16, 2025**

## *Committee Meetings and Membership*

The BFA Diversity, Equity, and Inclusion (DEI) Committee met 11 times during the 2024–25 academic year (six times in Fall and five times in Spring), with additional work conducted via email.

## *Key Areas of Focus and Accomplishments*

### *1. Updating the Committee Name and Charge*

At the request of the BFA Executive Committee, we reviewed and updated our committee's name and charge. As part of this process, we developed a set of [DEI Guiding Principles](#), which were introduced and passed as a BFA resolution. These principles affirm our commitment to equity and inclusion, especially considering shifting political and legal landscapes, including recent federal executive orders targeting DEI work in higher education.

### *2. Support for Signature DEI Events*

The committee actively supported campus-wide DEI events, including:

- The Indigenous Peoples Day plenary session and luncheon
- The campus-wide Martin Luther King Jr. Day celebration

These events are crucial opportunities for community building and reflection.

### *3. Faculty Hiring Practices and DEI*

Given the rapidly evolving context of DEI-related executive orders, we prioritized learning about and supporting inclusive hiring practices:

- Hosted CU HR representatives Teresa Hernandez and David Pacheco to train us/discuss updates to faculty hiring and recruitment processes, including best practices and changes to diversity statements.
- Invited Vanessa Seals (Assistant Dean for Organizational Development) to train us/discuss on inclusive hiring practices.
- Engaged with Michele Moses (Vice Provost and Associate Vice Chancellor for Faculty Affairs) to discuss institutional support for faculty concerned about the future of DEI at CU.

Our goal is to eventually draft and recommend a set of DEI-informed hiring guidelines to share with the full BFA.

#### *4. Campus Climate, Federal Guidance, and Legal Landscape*

We tracked and discussed:

- Executive Orders and federal advisory guidance impacting DEI in public universities
- University responses to ICE requests
- Campus communications and responses related to faculty free speech and academic freedom

We consulted Sonia DeLuca Fernández (Senior Vice Chancellor for DEI) multiple times for updates and insights, including her presentation on Shared Equity Leadership and the evolving institutional approach to DEI under pressure.

#### *5. BFA and Shared Governance Collaboration*

We provided feedback to the BFA Executive Committee on:

- BFA priorities in the supplemental budget, advocating for DEI as a top priority
- Concerns over proposed credit-hour reductions for degrees and the potential impact on educational quality and workforce preparation

We also initiated discussions regarding BFA-affiliated affinity groups (Racial and Ethnic Equity Committee, Disability and Access Committee, LGBTQ+ Committee, and Women's Committee) to explore collaboration and coordination. While consolidation was considered, the committee advised maintaining their independence to preserve unique voices and expertise. We supported efforts to recruit new members, which proved successful.

#### *6. Campus-wide Events and Community Engagement*

- Invited BFA Chair Shelly Miller to share reflections on the BFA's mission and the importance of equity in shared governance.

- Welcomed guests from across campus to facilitate rich, cross-cutting dialogue on pressing DEI issues and practical strategies to sustain our work under challenging conditions.

## Looking Ahead

In the coming year, the BFA DEI Committee will focus on the following priorities:

- **Monitoring Policy Developments:** We will closely track federal and state policy changes related to diversity, equity, and inclusion, and respond proactively to ensure alignment with our institutional values.
- **Supporting Campus Units:** We aim to equip academic and administrative units with practical, actionable tools to strengthen DEI efforts across campus.
- **Data-driven Student Retention Improvement:** We will collaborate with Buff Undergraduate Success and Student Affairs; we will work to improve retention and success for students from marginalized backgrounds.
- **Integrating DEI Guiding Principles:** We will explore how the BFA can more fully incorporate CU Boulder's DEI Guiding Principles into its decision-making processes.
- **Inclusive Hiring Guidance:** Given the evolving legal and political landscape, we will evaluate whether to continue developing inclusive hiring guidance for BFA consideration or pause this work until there is more clarity.

## Committee Members:

Carmen Pacheco (chair)

Natalie Avalos

Mike Barnett

Kathryn Goldfarb

Dejun "Tony" King

Amanda Stewart

Ethan Waddell

Benjamin Brown

Patricia Gonzalez (Resource member)

Fernando Guzman (Resource member)

Sonia Deluca Fernandez

David Humphrey