

## **Boulder Faculty Assembly Diversity, Equity, and Inclusion Committee**

Annual Report: Academic Year 2025–2026

Carmen Pacheco, Chair

The BFA Diversity, Equity, and Inclusion Committee (DEIC) met regularly throughout the 2025–26 academic year during a period of significant institutional and national changes affecting higher education. We discussed shared governance, and campus engagement regarding issues related to campus climate, civil rights compliance, immigration concerns, academic freedom, artificial intelligence, wellness, and institutional belonging.

We met for a total of 12 times: 6 times in the Fall 2025 semester and 6 times in Spring 2026 semester. Aug 29, Sept 26, Oct 10, Oct 31, Nov. 14, Dec 12, Jan 29, Feb 12, Feb 26, March 12, March 26, and April 30<sup>th</sup>.

### **Committee Meetings AY 2025–2026**

<b>Meeting Date</b>	<b>Major Topics</b>	<b>Attendance/Guests</b>
Aug. 29, 2025	Committee priorities, academic freedom, Bill McCartney statue concerns	Committee members
Oct. 31, 2025	Meeting with Chancellor Justin Schwartz regarding statue concerns and campus climate	Chancellor Justin Schwartz, campus leadership, committee members
Nov.–Dec. 2025	Civil Rights Compliance guidance, shared governance, academic freedom	Committee members, Jed Brown, Tawsha Mitchell
Jan.–Feb. 2026	ICE statement draft, immigration concerns, ChatGPT EDU discussions	Committee members and guests
Mar. 12, 2026	United Campus Workers (UCW), collective bargaining, shared governance	Christopher Barnes, Aditi Bhaskar, Jed Brown, committee members
Mar. 26, 2026	ICE campus guidance and safety operations updates	Marlon Lynch, committee members
Apr. 30, 2026	Wellness and belonging initiatives, mental health support services	Jessica Doty, committee members

### **Key Areas of Focus and Accomplishments**

#### 1. Shared Governance and Campus Climate

Throughout the academic year, the committee discussed the impacts of evolving federal guidance, civil rights compliance expectations, academic freedom concerns, and institutional decision-making on campus climate and belonging. The committee emphasized transparency, faculty participation, and shared governance in institutional processes affecting students, staff, and faculty.

#### 2. Bill McCartney Statue Discussions

One of the committee's major discussions during the fall semester involved concerns regarding the proposed statue honoring former football coach Bill McCartney. Committee members drafted a formal statement expressing concerns that honoring the coach conflicted with CU Boulder's commitments to inclusion and belonging.

Committee representatives also met directly with Chancellor Justin Schwartz and campus leadership to discuss concerns regarding campus climate, symbolism, and institutional values.

### 3. Civil Rights Compliance and Academic Freedom

The committee spent significant time discussing the implementation of Civil Rights Compliance guidance and concerns regarding inconsistent application across campus units, communication challenges, and limited faculty involvement in policy development. The committee emphasized the importance of ensuring that compliance efforts remain aligned with institutional values, academic freedom, and shared governance.

### 4. Immigration, ICE Activity, and Support for Vulnerable Communities

During the spring semester, the committee drafted and advanced a BFA resolution responding to ICE activity in Minnesota and broader immigration-related concerns affecting higher education communities.

The committee discussed strategies to improve campus communication, reduce misinformation, and support vulnerable students, faculty, and staff. In March 2026, Vice Chancellor for Public Safety Marlon Lynch joined the committee to discuss updated campus guidance related to ICE and federal agents on campus, future trainings, and campus communication efforts.

Committee discussions also emphasized the importance of broadening university communications regarding immigration-related guidance and resources so responsibility does not fall solely on undocumented students and communities already carrying significant emotional and social burdens.

### 5. Artificial Intelligence, ChatGPT EDU, and Shared Governance

The committee engaged in discussions regarding CU Boulder's adoption of ChatGPT EDU and broader concerns related to artificial intelligence in higher education, including shared governance, ethical use policies, bias, student privacy, and impacts on marginalized communities.

### 6. Campus Partnerships and Dialogue

The committee welcomed guests from across campus and affiliated organizations to facilitate dialogue on issues affecting equity, academic freedom, shared governance, wellness, and campus climate. Representatives from United Campus Workers (UCW) discussed collective bargaining and educational initiatives related to faculty and staff advocacy.

Vice Chancellor for Wellness & Health Jessica Doty also joined the committee to discuss wellness and belonging initiatives, including expanded mental health support services for students, faculty, and staff.

## Looking Ahead

In the coming year, the BFA DEI Committee will continue focusing on:

- Continue to advocate for shared governance and faculty participation in institutional decision-making;
- civil rights compliance and academic freedom;
- ethical and equitable uses of artificial intelligence in higher education;
- campus wellness and belonging initiatives; and
- collaboration with campus partners to support inclusive and supportive learning and working environments. We want to collaborate with the administration on improving student retention efforts including students coming from marginalized backgrounds.

Committee Members for AY 2025-2026

Carmen Pacheco (Chair)

Amanda Stewart

Natalie Avalos

Angie Chuang

Ethan Waddell

Deb Palmer

Maisam Alomar

Emily Greenwood

Kathryn Goldfarb

Mike Barnett (Resource Member)

Kate Fischer (Resource Member)

Patricia Gonzalez (Resource Member)

Fernando Guzman (Resource Member)

Sonia DeLuca Fernandez (Administration Liaison)

David Humprey (Administration Liaison)