

**Boulder Faculty Assembly
Diversity Committee**

**Report of Activities
Academic Year 2020-21**

Andrea Feldman, Chair

April 27, 2021

The fourteen members of the Boulder Faculty Assembly Diversity Committee met seven times in AY 2020-21 (three times in Fall and four times in Spring), supplemented by extensive email discussions.

In Fall 2020 the committee wrote and passed one resolution:

Resolution to Support Changes to FRPA to Recognize Diversity Activities in Faculty Evaluation

The Boulder Faculty Assembly approved Resolution BFA-R-1-081020 in October 2020.

<https://www.colorado.edu/bfa/resources/bfa-resolutions-motions-reports>

This was followed by several meetings and correspondence with Michelle Moses regarding implementation of the resolution.

In Fall 2020, working with OIT director Larry Levine, the diversity committee wrote and distributed the guidelines titled “Tell your faculty: more Zoom best practices for teaching international students (and others),” which became Guidance # 6 from the Office of the Provost

<https://www.colorado.edu/academicaffairs/academic-planning-assessment/academic-instruction-guidance>

In Fall 2020 we met with Clark Brigger, Executive Director, Office of Admissions, to discuss the diversity of our student body, recruitment and financial obstacles to admission. We read and discussed research into this question and asked Roger Pielke to share his research with our committee, which he shared in Nov. 2020. We invited him to attend a meeting with Excom in Spring 2021 (which he did).

In Spring 2021 the committee wrote the *Resolution to Support Awareness of Anti-Asian Racism, BFA-R-1-031921*, which was passed unanimously by the General Assembly in April 2021.

Also in Spring 2021, we discussed questions and met with the Immediate Action Task Force of the Idea Plan Council on two occasions: to discuss implementation of faculty diversity activities on the FRPA and to discuss enhancing diversity in departments’ curricula, especially in

disciplines, like many in the natural sciences, where the faculty often believe that what they teach has no diversity dimension whatsoever.

We also submitted questions to the Provost and Chancellor regarding the SVC for DEI position, to understand the rationale behind the decision to hire a Senior Vice Chancellor for Diversity, Equity and Inclusion.

In March 2021, we attended Common Curriculum Town Halls and wrote and discussed a white paper which we submitted in April 2021.

<https://www.colorado.edu/academicfutures/common-curriculum>

The white paper is located here:

<https://drive.google.com/file/d/1vOSMfq5tjN0HmJDTW1Jp1wt74rFyJll/view?usp=sharing>

We also updated our diversity resource page: <https://www.colorado.edu/bfa/resources/cu-boulder-faculty-diversity-resources> to include up to date information for teaching about Anti-Asian racism.

In April 2021, we discussed the motion to censure President Kennedy for his failure of leadership with respect to diversity, equity, and inclusion. We proposed amendments to the resolution which were adopted by the executive committee.

We also discussed and asked Michelle Moses to review the A&S policy to expand course buy-out options for pre-tenure faculty who are "primary caregivers." We discussed the hiring of diversity consultants, the Faculty Affairs contract and policy for instructors, the PRR, and the Provost grievance policy.

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).

Committee Members:

Andrea Feldman (Chair) Teaching Professor of Distinction, PWR

Natalie Avalos, Assistant Professor, Ethnic Studies

Priscilla Craven, Teaching Professor, French and Italian

Sam Flaxman, Associate Professor Ecology and Evolutionary Biology

Deb Palmer, Professor, Education

Julio Sepúlveda, Assistant Professor, Geological Sciences

Manuel Lladser, Associate Professor, Applied Mathematics

Kathryn Goldfarb, Assistant Professor, Anthropology

David Slayden, Associate Professor, Advertising, Public Relations, and Media Design

Resource Members:

Hillary Potter, Associate Dean, College of Arts and Sciences

Erica Ellingson, Associate Vice Provost for Undergraduate Education

Alphonse Keasley, Associate Vice Chancellor, ODECE

Fernando Guzman, Dean of Diversity and Inclusion, Law School

Robert Boswell, Vice Chancellor, ODECE