

**Boulder Faculty Assembly
Diversity Committee**

**Report of Activities
Academic Year 2018-19**

Andrea Feldman, Chair

May 1, 2019

The eleven members of the Boulder Faculty Assembly Diversity Committee met seven times in AY 2018-19 (three times in Fall and four times in Spring), supplemented by extensive email discussions.

In Fall 2018 the committee wrote and passed two resolutions:

The Boulder Faculty Assembly approved a statement of support BFA-R-1-102218 in November 2018 for CU Boulder's transgender and gender non-conforming students, faculty, and staff in light of recent news headlines.

https://www.colorado.edu/bfa/sites/default/files/attached-files/bfa-r-102218_support_for_cu_boulder_transgender_community.approved.pdf

Building on last spring's resolution regarding the FCQ's, *BEST PRACTICES—MOVING BEYOND THE FCQ* BFA-R-2-102918 was passed unanimously by the General Assembly in December 2018.

https://www.colorado.edu/bfa/sites/default/files/attached-files/final_bfa-r-2-102918.4.best_practices_fcq.pdf

Also in Fall 18, we liaised with Lindsay Roberts, EMAC, system level diversity committee, who gave us a Civics draft update.

In Fall 2018, we invited guest speaker Director of International Academic Student Success, Roberto Arruda to discuss interfacing with international students, and anti-racist pedagogies. He returned to visit in Spring 2019 to introduce a new tutoring program for all non-native speakers of English.

During Spring 19, we reviewed and discussed the **faculty data** collected in prior years. We presented the data to Excom and would like to present to the general assembly. We are still awaiting those efforts.

In Spring 2019 the committee wrote a resolution in support of Upward Bound recognizing the traditional territories upon which CU Boulder sits:

BFA Endorsement of the Upward Bound Initiative to recognize Indigenous lands

BFA-R-2-040119

We also conducted a graphic design contest, in order to recognize the efforts of faculty, staff, and students doing diversity work:

CU Boulder - A Colorful & Inclusive Community Meme Contest

https://drive.google.com/file/d/1A94v0OBbF-trOBT8W0VpUK_aFOOHPkDP/view

In addition, we met with Disability Services in Fall and Spring to discuss their flex plan; in Fall we met with John Meister, and in Spring with Jill Sieben Schneider, Disability Services.

Flexibility w/Attendance & Assignments Policy:

<https://www.colorado.edu/disabilityservices/faculty-staff/flexibility-attendance-and-assignment-deadlines-plan>

Also in Spring 2019, we created survey questions for a faculty senate survey, updated our committee's charge, and a description of the committee's recent work. The survey questions our committee created served as a model for the other BFA committees.

We also discussed possible agenda items for next year including:

- report on diversity data distributed by Institutional Research
- possible endorsement of the IDEA Plan currently in draft form:

<https://www.colorado.edu/odece/diversity-plan/inclusion-diversity-and-excellence-academics-idea-plan>

Committee Members:

Andrea Feldman (Chair) Senior Instructor, PWR

Clint Carroll, 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 Ladser, Associate Professor, Applied Mathematics

Jorge Perez-Gallego, Scholar in Residence, CMCI

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