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UNIVERSITY OF COLORADO STAFF COUNCIL

April 22, 2021

From: Staff Council Chair Untisz; Staff Council Chair Pro Tempore Dressler

To: Board of Regents, University of Colorado

CC: Faculty Council Chair Addison, Intercampus Student Forum President Chavous

RE: Censure Resolution on President Kennedy for DEI

Dear Board of Regents of CU,

We are writing to put on record our response to our friends and colleagues in our counterpart shared governance bodies decision to act or consider formal action on the topic of DEI at CU, as it relates to the activities of the Office of the President. The views represented here are those of Chair Untisz and Chair Pro Tempore Dressler, and should not be taken as a formal position from the University of Colorado Staff Council.

We deeply respect and participate in the process of shared governance. Further, we feel that CU's commitment to shared governance is one of the many things that makes us a great institution. As such, we want to express unwavering support for our counterparts in Faculty and Student Governance to express their views using the tools available to them. We recognize that CU has made important first steps to begin moving DE&I forward in the past few years, but these first steps should just be the beginning. Where individuals and groups feel they are not being heard, we believe more should be done to listen and understand those concerns and work collaboratively on solutions. Listening is not enough— all of us must continue to find ways to act accordingly.

As leaders of Shared Governance for Staff, we have heard from our own constituencies about DE&I frustrations and shortcomings, and a keen sense that more work must be done in this space. While we, as a body, have no current plans to take similar actions as peers in faculty and student governance, we certainly recognize that CU has not yet lived up to its ideals in-full with respect to DE&I.

Staff Council looks forward to continuing dialogue with leaders at all levels and at all campuses about how we can best shape CU as an institution that not only celebrates diversity, but welcomes people from all backgrounds into a place where they truly feel they belong. The DE&I conversation should not end until everyone wakes up inspired to go to work, feels safe when they're here, and returns home each day knowing they belong at CU. Currently, too many of our staff do not feel this way. To this end, we continue to look forward to ongoing dialogue with administration.

Very Respectfully,

Ryan Untisz, MS, PHR
University of Colorado Staff Council Chair

Tara Dressler
University of Colorado Staff Council Chair Pro Tempore