

October 25, 2019

Dear Vice Chancellor Boswell and the IDEA Plan Authoring Committee (the Committee):

With this letter, we acknowledge the receipt of the Inclusion, Diversity, and Excellence in Academics (IDEA) Plan that was transmitted to us on October 17, 2019, and we recognize it as the final and official work product of the Committee. The IDEA Plan (the Plan) represents the culmination of more than three years of campus wide discussion, reflection, and synthesis, and we appreciate all of the work, vision, and passionate commitment that went into the preparation of this important document.

Our acceptance of the document acknowledges a few key things: first, that the IDEA Plan is now the official report of record that will serve as our central advisory document for our work together to create a more inclusive and collaborative climate on the Boulder campus; second, that our enthusiastic acceptance of the plan as our guide now challenges us to prioritize and adapt its key ideas within our resource realities and environments. To this end, effective immediately, we will begin the implementation of key elements of the plan, including the review of our current campus and unit policies as they pertain to inclusivity and campus climate, as well as a review of our current—and development of future— training and professional development resources for our faculty, staff and students. Details of our implementation plans will be communicated to the campus in the coming weeks.

In the interest of transparency, and to make certain all campus stakeholders are fully cognizant of the Committee's important work, we will post the IDEA Plan and this letter of acceptance on our websites, and engage fulsome communications beginning Oct. 30.

In closing, thank you again for all for your valuable contributions and passionate commitments to this effort. Your work will enable our community to better serve our students, staff, and faculty at CU Boulder, and I believe it marks a key moment of transformation for our campus.


Sincerely,



Philip D. DiStefano, Chancellor
University of Colorado Boulder



Kelly Fox, Executive Vice Chancellor and Chief Operating Officer
University of Colorado Boulder



Russell Moore, Executive Vice Chancellor and Provost
University of Colorado Boulder