

**Boulder Faculty Assembly
Diversity Committee**

**Report of Activities
Academic Year 2019-20**

Andrea Feldman, Chair

April 16, 2020

The thirteen members of the Boulder Faculty Assembly Diversity Committee met five times in AY 2019-20 (three times in Fall and two times in Spring; two additional meetings in spring were held virtually), supplemented by extensive email discussions.

In Fall 2019 the committee wrote and passed one resolution:

The Boulder Faculty Assembly approved Resolution BFA-R-2-102119
in October 2019 to Support Student Groups Against Racist Acts on Campus

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

In Fall 2019 the diversity committee promoted and attended a commemoration ceremony for Los Seis de Boulder at the statue in front of Temporary Building 1. The six CU Boulder Chicano activist students were killed under suspicious circumstances in the 1970's, and this site of memory is to reflect and remember this history as an important part of the civil rights movement. We wrote a letter of support to ask that the statue be made permanent; the letter was approved by the Executive Committee and sent to the Provost and the Chancellor.

In Sept. 2019 our committee members attended the UndocuAlly training, a formal half-day training session around issues relating to immigrants and immigration, and most importantly to commit to maintaining support for all conversations and dealings with undocumented students, university employees, and their families.

Working with ODECE, we sponsored the ODECE One Read Book initiative put forth by the Diversity Summit Planning Committee for the Diversity Summit (Nov. 12-13, 2019). This year's book titled *Sabrina and Corina* by Kali Fajardo-Anstine, a Colorado author, was promoted through liaising with Lindsay Roberts of Faculty Council's Committee for Racial and Ethnic Equity.

Also, in Fall 19, we researched and collected information on departmental use of the GRE in admissions. Our report, which was sent to the Provost and presented to the BFA general

assembly, resulted in the Chancellor's Fellowship removing the GRE requirement in Spring 2020.

We also reviewed the BFA Diversity Survey and reaffirmed our goals for the year.

In Fall 2019, 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 2020 to introduce a new tutoring program for all non-native speakers of English.

During Spring '20, as recommended by the Academic Affairs committee, we reviewed and discussed (and crafted a notice of motion) for proposed changes to the FRPA to add diversity activities as a general category on FRPA. We plan to present the notice of motion once the policy for changing the FRPA is finalized. We are still awaiting those efforts.

In Spring 2020 the committee endorsed **UCSG 92 LCR 02 – A Resolution in Support of Free, Equitable Menstrual Products (FEMP) at CU Boulder**

We had additional questions however, which are still unanswered, regarding where the students were seeking funding from.

In February 2020, we liaised with the City of Boulder on their Racial Equity Plan and sought feedback from the BFA General Assembly.

During March and April 2020 as the campus moved to remote learning, the committee received and fielded numerous questions and complaints regarding racist and sexist zoombombing, which we brought to the Executive Committee and asked that the university address the issues with guidance. We also received questions about Examity and equity issues with regard to proctoring exams, which we discussed at Excom. And we distributed information and liaised with ISSS regarding sponsored students from Saudi Arabia and Kuwait traveling home and guidance for faculty working with international students.

With regard to our ongoing work on best practices in using the FCQ, we supported the Provost's policy on making the FCQ only for formative use this semester, and with the questions from the pilot conducted by Vice Provost Mary Kraus' study group. We also asked that Noah Finkelstein present his Teaching Quality Framework pilot study to the BFA general assembly in Feb. 2020, and supported his recommendation that faculty be allowed to survey their students (on a unit by unit basis):

1) a survey (not from TQF but designed by local experts in evaluation) that is designed for students to respond to their experiences with an entire unit, e.g. Religious Studies, HIST, or PHYS..

— avoiding specific faculty accountability but providing the key units the tools they need to respond to our changing educational landscape.

- 2) a survey [designed for individual faculty / student course experiences](#) .. developed by Carl Wieman and his research team at Stanford — (Carl, after developing a new state of matter has decades of experience in institutional transformation and instrument design)
- 3) supporting units in mounting qualitative assessments in line with those suggested by the Provost in his Apr 3 communique.

Finally, in Spring 2020, we reviewed and revised our charge to the following:

The Diversity Committee addresses issues affecting underrepresented faculty of protected classes. Members also serve on the Chancellor's Advisory Committees, as well as appropriate Faculty Council committees. The committee participates actively with the Office of Diversity Equity and Campus Engagement (ODECE), as well as the Office of Faculty Affairs.

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, 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

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