

**Boulder Faculty Assembly  
Diversity Committee**

**Report of Activities  
Academic Year 2022-23**

Andrea Feldman, Chair

April 11, 2023

The 12 members of the Boulder Faculty Assembly Diversity Committee met six times in AY 2022-23 (three times in Fall and three times in Spring), supplemented by extensive email discussions.

In Fall 2022 the BFA Diversity Committee met with met with IDEA Council Chair Lisa Flores, on Oct. 21, 2022 to discuss IDEA Council priorities for faculty:

The IDEA Plan contains 36 recommendations. Recommendations 16-22 are focused on faculty and staff. We prioritized 7 recommendations.

We recommended: retention/mentoring of FOC and inclusive hiring of FOC. We also added the recommendation to utilize the existing expertise of faculty working in the DEI space, to allocate funding for DEI positions in units (with course release); we noted that Teaching Faculty are often minoritized in units. We also explained that the Diversity Committee had passed several resolutions already in the list of recommendations (e.g. including DEI in annual merit review).

Updates to FRPA DEI and presentation at the General Assembly

In Fall 2022, we presented updates to the FRPA DEI after meeting with Michele Moses' team. As back up to Tiffany's outreach to departments, Andrea met with the ENVD program to explain implementation (Spring 2023); as a result the committee updated our guidelines to better encompass faculty needs.

We also discussed the letter from Shideh Dashti regarding a statement of support for the Iranian women protesting at universities in Iran. Our request to the Chancellor resulted in several public forums and the widely publicized screening of a film by Noble Peace Prize winner Shirin Ebadi, followed by a discussion, which was sold out and livestreamed to accommodate the community.

We collected data on student enrollment by ethnicity, international status, race, for the university and the state, from 2012-2022 for the Strategic Enrollment Management meeting on Dec. 5, 2022.

We asked International admissions to update their website related to US Territories and Associated Free States on TOEFL admissions requirements and they are doing so.

In Spring 2023 the committee wrote a clarification to our definition of Diversity, Equity, and Inclusion, in response to a white supremacist student on campus, and this definition was added to our Guidelines for DEI merit document.

Also in Spring 2023, we reviewed the APS and draft revision of Regent policy on DEI, discussed the Turkish/Syrian earthquake GPSG statement (and Michele Moses' earlier statement), and reviewed and revised the BFA diversity webpage.

In April 2023 we reviewed the FSWG documents which mention DEI Merit, and strategized how to move forward to implement our guidelines. We also discussed Rob Rupert's request to advise the ASFS grievance committee on how to adjudicate grievances regarding units' lack of DEI merit.

At the first BFA general assembly in Fall 2023, we will show the faculty the units that credit DEI in their merit criteria (or that mention DEI at all for merit), and those that do not. We will contact the units that have not incorporated DEI in merit and suggest they establish a protocol or procedure for doing so and ask that the survey (done by the FSWG in summer 2022) conduct another survey in Spring 2024.

At the end of Spring 2023 the committee discussed the upcoming Juneteenth holiday and will edit a statement from the BFA regarding the celebration.

We are also contacting Sonia de Luca Fernandez and Katherine Eggert, as well as Teresa Hernandez and Title IX Coordinator Llen Pomeroy, to ask that the university fund a position to assist visually impaired faculty, because Canvas is not accessible for visually impaired faculty to upload material, though it is accessible for student use.

### 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:

Natalie Avalos

Mike Barnett

Andrea Feldman (chair)

Kathryn Goldfarb

Patricia Gonzalez (Resource member)

Fernando Guzman (Resource member)

Alphonse Keasley (Resource member)

Manuel Lladser

Cecilia Pang (Resource member)

Melissa Pope

David Slayden

Amanda Stewart