



Faculty Council Committee Name Annual Report

AY 2019 - 2020

Committee Charge: (as listed in Faculty Council Bylaws)

The Committee for Racial & Ethnic Equity considers concerns of ethnic minority faculty, including:

1. Assessing the cultural climate of the university as it pertains to opportunities for ethnic minority faculty for academic advancement, productivity and appropriate compensation;
2. Making recommendations for creating an academic environment that fosters the academic success of both ethnic minority faculty and ethnic minority students;
3. Working to assure fairness in the recruitment and retention of ethnic minority faculty and students;
4. Developing support networks and recommending policy to address the needs of ethnic minority faculty and students.

Brief description of the committee's activities for the AY:

CREE had a great many contributions and ways of engaging this year. We are particularly grateful for members' strong continued engagement that prioritized the importance of the committee's work during the COVID-19 pandemic this spring.

- Began working with Dr. Brenda J. Allen as consultant in December 2019 on a comprehensive proposal to recruit, retain, promote, and advance underrepresented faculty. Discussion of our shared work is provided in more detail below.
- With Faculty Council support, produced a [video message](#) in support of our students and in response to racial discrimination and health disparities during the COVID pandemic. Discussion in more detail below.
- Continued building closer ties with campus-level diversity committees through visiting their meetings and inviting their members to visit our meetings (visit to Boulder BFA Diversity Committee in October 2019, members communicated in person and via email with UCD and UCCS committees).
- Contributed two CU Connections pieces, one on the committee's name change in November 2019, and one sharing the CREE video message in May 2020.
- Committee completed and submitted a nomination packet for Tina Moser for the President's Diversity Award
- Committee representative, Jorge Chavez, served on the CU System Vice Chancellor for Diversity Search Committee
- Communicated with Kathy Nesbit and Faculty Council Personnel & Benefits committee on the pay equity project
- Participated in group discussions and letter-writing related to the concerns of Faculty of Color in the Presidential search and selection process
- Provided committee feedback on major issues regarding the System-wide climate survey; the inclusion of diversity, equity, and inclusive excellence in the strategic planning process; the Regents' diversity campaign with Essencialize
- Discussed with Communications committee creation "Timely Response" language in response to incidents of racism on the campuses. This work was paused for further reflection on the purpose and goals of faculty voices responding to these incidents.



- Began revising committee charge and will continue that work and submit a revision to Faculty Council in 2020-2021

Brief description of committee meetings: (how many meetings were held, membership)

CREE held eight formal meetings monthly this past year, including a half-day retreat in March. Smaller groups met occasionally to complete work outside of the committee's formal meetings. The committee membership was strongly engaged this year, with three voting representatives from each campus (save AMC - two voting members). In spring semester we were also joined by a student representative from the Denver campus, Ge'Swan Swanson, and valued his perspective.

Discussion of major activities/initiatives of the committee: (note – discussions can be found in the minutes on the committee's website. Minutes are intended to reflect discussions, identify action items and document completion of tasks).

All of our major activities this year connect to diversity, equity, and inclusion work. Our major projects are described in more detail below.

Diversity, Equity and Inclusion:

- What specific DEI efforts have been completed/are underway?

Our collaboration with Dr. Allen became central to the committee's work this year and we are extremely grateful for her support and guidance as we began working on a comprehensive proposal to recruit, retain, promote, and advance faculty of color at all ranks, including international faculty of color. We met monthly with Dr. Allen beginning in December 2019 and held a half-day retreat to focus on the proposal in March 2020. An outline of the proposed plan is included in the Appendix. This spring the committee focused on gathering data sources from across the CU System, including data obtained from the CU System showing stark stagnation in numbers of faculty of color over the past two decades and a dearth of faculty of color at the level of Full professor. Such data, along with benchmarks from peer institutions around the country, will form a compelling case calling for action from the CU System and each campus. The committee also gathered best practices to advance the goals of the proposal, including initiatives from the campuses that may be shared or scaled up, and looking to national peers for strategies we may adopt. The next steps for continuing the proposal in AY 2020-2021 are addressed below.

Through our focused work with Dr. Allen this spring and with the additional burdens of COVID-19 pandemic, committee members suggested creating a video message, both to support students and our campus community during this difficult time, and also to speak out regarding widespread instances of anti-Asian bias and racialized health disparities impacting communities of color locally and around the country. We are very grateful for the collaboration of members from the LGBTQ+ committee. During our first recording session we realized it was important to include more voices representing Asian communities and we were glad to be joined in our second recording session by faculty friends from around the CU System. Faculty Council kindly approved funds to edit and produce the video, and it has since been shared in the Boulder, Colorado Springs, and Denver campus newsletters, in CU Connections, and on social media through a number of offices and by a number of colleagues. We thank Faculty Council and particularly the Communications committee for working with us to distribute the video message.



- What DEI efforts are you definitely planning to do next year?

We recognize that to be successful the *Proposal* must have wide-spread buy-in from groups at the campuses and around the System. To that end we will work more closely with Faculty Council committees for Women and LGBTQ+ groups. We anticipate sharing draft versions of the proposal with specific groups for feedback, such as campus and system CDOs, and hosting small focus groups with faculty from the campuses to serve as listening sessions and to gather feedback on the proposal. The Committee expects to create different versions of the proposal to share with various audiences.

- What DEI efforts you would like to do next year (aspirational)?
All of the committee's core work falls under DEI efforts.

For Consideration:

We commend the Faculty Council for engaging with Dr. Allen as a consultant in the 2019-2020 academic year, and we strongly support her continued engagement with the larger Faculty Council body and committees. We do wish to refer back to CREE's memo of May 2019, "The support and work of DEI should be the shared responsibility of all members of the University of Colorado community, and not solely the responsibility of marginalized/minoritized members." Our initial recommendation for Faculty Council to engage Dr. Allen was largely due to the racism that particularly Black faculty have experienced in Faculty Council. We hope that the larger Faculty Council is continuing to do the work to understand how particularly race and racism is functioning in the Council and throughout the CU community.

Additionally the 2019 memo stated, "in Faculty Council, the work around DEI matters to all faculty, as it benefits all faculty, and must not be siloed around members of the Council's diversity committees." We hope to continue to see the Faculty Council Executive Committee and the Faculty Council body as a whole engaging deeply in the work of inclusion and advocating for inclusion. We would like to see the labor of creating and championing work such as the *Proposal to Recruit, Retain, Promote, and Advance Faculty of Color* to be taken up not only by CREE but by colleagues throughout the Faculty Council.

Conclusion:

We are thankful for the collaborations of committee members, diversity groups across the campuses we have been connecting with, the collaboration with Dr. Allen, and with the Faculty Council Women's and LGBTQ+ committees this year. We look forward to continuing work with these groups towards issues of shared importance in the coming year around educational equity for underrepresented students and faculty, and the recruitment, retention, promotion, and advancement of faculty of color.

Respectfully submitted:

Lindsay Roberts

Jorge Chavez

Submission date: June 15, 2020



Appendix:

Outline of Proposal to Recruit, Retain, Promote, and Advance Faculty of Color

(We will develop various versions of this document, depending on the audience. Goal is to be comprehensive initially.)

Abstract/Executive Summary

Glossary

Background

Statement of the Problem

State of CU (Overall and by campus) (appendix, with summary statement in body of proposal)?

Rationale: Why focus on this topic at this time?

Obstacles/Barriers

Opportunities/Best practices

Recommendations (CU System level; CU campuses in general; focus on specific campuses?)

General principles

Specific practices

References