



Faculty Council Committee Name Annual Report

AY 2020-2021

Committee Charge: (as listed in Faculty Council website)

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 year.

- Began the year by meeting with new Chief Diversity Officer Theodosia Cook over the summer, discussing ways to collaborate and inviting her to attend CREE meetings.
- With Faculty Council support, wrote a [letter addressing police violence](#) and CU leadership responses to police violence, and calling for increased commitment and investment in educating the CU community on racial justice. The letter was submitted to CU Connections and distributed widely throughout the CU community.
- Continued working with Dr. Brenda J. Allen as consultant on a comprehensive proposal to recruit, retain, promote, and advance underrepresented faculty. With the appointment of CDO Theodosia Cook, and increased DEI efforts on CU campuses this work shifted toward understanding efforts across the CU system and collaborating with CDO Cook on system-wide initiatives. Discussion of our shared work is provided in more detail below.
- Contributed a [CU Connections piece](#) in November 2020 on the role of CREE in shared governance and distributed a survey to learn of DEI focused efforts and interest across the CU system.
- Met with representatives from the CU system student group Divest2Invest.
- Participated in the 2021 CU system Social Justice Summit – “Revolutionizing Systems for Equity: If Not Now, When?” presenting as part of the keynote luncheon.
- Continued building closer ties with campus-level diversity committees through visiting their meetings and inviting their members to visit our meetings (visit to Denver Ethnic Diversity Committee in April 2021, and Chair Thomas Beck visit to CREE in May 2021).
- With Faculty Council support and in collaboration with the LGBTQ+ and Women's committees of Faculty Council, wrote a [statement](#) addressing Anti-Asian bias and violence, and which provided links to resources available to the CU community. The statement is on the CREE webpage and was distributed widely throughout the CU community.
- Continued building closer ties and collaborating with Faculty Council committees throughout the academic year:
 - Conducted outreach to committees to gauge interest in participation in an ad hoc subcommittee focused on transparency and accountability in Diversity, Equity, and Inclusion across the CU system.
 - Collaborated with LGBTQ+ and Women's committee to host a virtual film screening of “Coded Bias.”



- Wrote a joint statement with Women's and LGBTQ+ committees addressing Anti-Asian bias and violence and providing links to resources available to the CU community.
- Collaborated with LGBTQ+ and Women's committees to draft a resolution for Faculty Council to develop a Shared Governance Leadership DEI action plan in 2021.
- Committee representative, Carlos Reali, participated in candidate interviews as part of the CU System Vice President of Communications search.
- Provided committee feedback on major issues regarding the inclusion of diversity, equity, and inclusive excellence in the strategic planning process; the System-wide campus workplace culture survey; the CU system diversity campaign; and the Faculty Council DEI statement.
- Continued revising committee charge and will continue that work and submit a revision to Faculty Council in 2021-2022

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

CREE held eight formal meetings monthly this past year. Committee members worked independently and worked virtually to complete work outside of the committee's formal meetings. The committee membership was strongly engaged this year, with three voting representatives from Denver and Colorado Springs campuses and two voting members from AMC and Boulder campuses. We also greatly appreciate the participation and contributions of Areione Hubbard, student member representative from the Denver campus.

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 CREE's major activities connect to diversity, equity, and inclusion work. Our major projects are described in more detail below.

A major focus was to continue work on a comprehensive proposal to recruit, retain, promote, and advance faculty of color at all ranks, including international faculty of color. We are grateful for the support and guidance provided by Dr. Allen in thinking through this initiative. 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. In addition, efforts were made to collect additional sources of information regarding the challenges navigated by faculty of color at CU. 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. 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. CDO Theodosia Cook also joined the discussion of this initiative throughout this year and has provided invaluable feedback and has partnered with the committee as her office has undertaken efforts to address the recruitment, retention, promotion, and advancement of faculty of color.

The next steps on this initiative for AY 2021-2021 are to collect and disseminate proposals and initiatives from across the campuses to eliminate silos and identify efforts to scale up across the system, to review previous DEI efforts and reports to examine whether recommendations have been addressed and resubmit for consideration as appropriate, continue to collaborate with CDO Cook on system processes and efforts, to target key decision points regarding DEI efforts and recommendations (strategic plan working groups, Faculty Council executive committee, outreach to campus faculty assemblies and FA diversity committees), and to facilitate support networks for faculty of color.

The work of the committee was also greatly shaped by the Covid-19 pandemic and multiple incidents of police violence and racism against individuals of color which have occurred over the past year. In response to these events the committee had to issue multiple statements to support our students and CU community and to speak out against instances of racism and violence. We appreciate the support of the Faculty Council exec



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committee and communications for facilitating quick dissemination of these statements and thank the LGBTQ+ and Women's committees for their collaboration.

Conclusion:

We are thankful for the engagement of committee members, the diversity groups across the campuses we have been connecting with, the support and guidance of Dr. Allen, and the collaboration with CDO Cook 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 (Committee chair/ co-chairs):

Chair – Jorge M Chavez, University of Colorado Denver

Submission date:

May 17, 2021