

MEMO

To: Incoming University of Colorado President, Mark R. Kennedy

CC: Joanne Addison, Faculty Council Chair
Kathy Nesbitt, VP for Administration, CU System
Patrick O'Rourke, VP, University Counsel and Secretary of the Board of Regents, CU System
Mike Lightner, VP of Academic Affairs, CU System

From: Committee on Racial & Ethnic Equity (CREE)

Date: May 22, 2019

Subject: Partnership with CREE on Faculty Diversity, Equity, and Inclusion

Faculty Council's Committee on Racial and Ethnic Equity (CREE) anticipates working closely with you as you complete the system-wide proposal to support Diversity and Inclusion within the University system as part of your contract with the University of Colorado. Recently, Faculty Council convened a task force on Equity and Inclusive Excellence which produced the following recommendations (in addendum), shared with the Board of Regents. We expect these recommendations to serve as models for the proposal. These recommendations should serve as the basis for meaningful and actionable changes the CU system can engage in.

Collectively, the CU campuses have had difficulty retaining faculty of color. In particular want to emphasize the importance of investigating and correcting issues of pay equity across gender and racial diversity.

During a meeting with the governance groups on the CU Denver campus, you stated that you "wanted to learn from others about dealing with issues around diversity." Our committee's purview is equity for racially and ethnically diverse faculty and students on the CU campuses, and as such, we are ideally situated to partner with you on these issues.

Trust needs to be earned and it takes time. We look forward to your robust involvement, and meaningful engagement with us on these issues. Working with CREE is one of the many important steps necessary to build trust with CU faculty and promote an inclusive university system. The original causes of the issues that CREE is charged with are deep and generational, which only intensifies the impatience to roll up our sleeves and collaborate with you and your office. It is our hope that we can meet with you early and often.