Diversity and Nondiscrimination (New, Move, Rescind)

Judi Díaz Bonacquisti and Valerie Simons convened a cross-system group of representatives from DEI offices, HR offices, and equity offices to review and revise Regent Policy 10. The group has focused on the crafting of a new Diversity, Equity, and Inclusion (DEI) statement, as the Non Discrimination statement is already codified in Regent Law 8A.

In January, the group began having philosophical discussions about aspects of the current policy that were strong and the content from other universities that would be valuable as CU embarked on this journey. After each individual wrote their own DEI statement, the group discussed aspects of each statement and took the strongest ideas to create a new draft statement. This draft was then socialized at the system office and on each campus by the work group. In addition, Judi shared this draft statement with faculty council, staff council, and Axel Brown, chair of the Intercampus Student Forum, and received initial feedback. On March 2 the group reconvened with the initial feedback received from shared governance groups, the campuses, and system staff to incorporate into a new draft version. This version was reviewed by system communications and then presented at the March Governance committee.

On April 6, the policy was featured in CU Connections to solicit feedback to strengthen the draft statement. Many individuals and groups provided insight, and the draft was again revised.

This the version you have before you.

The iterative process was intentionally inclusive, and below is a simplified timeline of what has occurred, and what is yet to occur:

- December—Work group meets and has preliminary discussions.
- January—Work group reviews readings and statements of other universities. Has philosophical discussion on what to recommend for CU. Develops initial draft.
- February—Drafts socialized with campus stakeholders. Feedback collected.
- March 2—Committee discusses feedback at standing meeting time. Incorporates into new draft policy. Legal department joins work group. Policy review by system communications.
- March 15—Draft policy presented to the Regents Governance Committee.
- April 6—Draft policy profiled in CU Connections and posted to OPE website for feedback from the greater community. Feedback was incorporated, policy again revised, and presented in May to governance committee.
- May 18—Final draft presented to Regents Governance Committee.
- June 22 to 23—Assuming support, to full board for approval

The proposed new Diversity, Equity, and Inclusion (DEI) statement includes some repurposed language from the existing Regent policy 10 including:

- Today, however, it is recognized that passive non-discrimination is not enough
- University personnel have spent considerable time in self-appraisal and working out the details of where we are now, where we should be and how to get there
- We must move swiftly to identify and correct inequities
● Real affirmative action also requires frequent evaluation and analysis to insure that the University is, in fact maintaining a reasonable rate of progress toward our immediate and long-range goals
● Diverse, multi-racial faculty and staff capable of providing excellence in the education of its students and for the enrichment of the communities which it serves
● To achieve equity in all aspects of policies and practices for all University employees
● Principal responsibility for setting goals and time-tables will be assigned to operational units
● It will be the policy of the University of Colorado to continually assess its progress toward these goals
● These policies and goals will remain in effect until "underutilization" and inequities no longer exist
● Calls for the incorporation of its principles of academic freedom
● Reaffirms its absolute commitment to the promotion of diversity in the university community
● No individual or group shall be marginalized or systematically excluded
● Accountability rests at all levels of the university, including administrative units and academic departments, as well as individual faculty, staff, and students

Staff proposes the following actions relating to the new Diversity, Equity, and Inclusion (DEI) statement:

1. Policy 10.A: Diversity, Equity, and Inclusion Statement (New)
4. Policy 10.M: Commitment to Needs of Persons with Disabilities (Keep as is for now; initiating systemwide review focused on disability policies)
5. Policy 10.P: Diversity (Rescind)
6. Policy 10.E: Compensation Principles (Keep as is; Renumber to Policy 11.A)