



University of Colorado

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TO: University of Colorado Faculty Council Executive Committee
FROM: CREE, Women's and LGBTQ+ Committees of Faculty Council
RE: Shared Governance Leadership EDI Action Plan Resolution
DATE: May 6, 2021

Over the course of the past two years, Faculty Council has engaged in intentional Equity, Diversity, and Inclusion work. We recognize the time and energy many of our members have invested in EDI efforts. Yet we must also note that our incoming Executive Committee will be even less diverse than it has been in recent years, especially in those positions elected directly by Faculty Council.

If Faculty Council hopes to be an equitable and inclusive body, it must insist upon equitable and inclusive leadership among its committee chairs and especially on its Executive Committee. As far back as our records show, FC has never had a chair from CREE. The FC Chair elected in 1991 later helped start the LGBTQ Committee and it was another 27 years before an FC chair came from this committee, neither of these chairs being a person of color. While the Women's Committee has also had two of its women-identified members serve as chairs, again neither has been a person of color.

In addition, certain committees themselves have long lacked diversity in leadership. For example, when was the last time a woman chaired EPUS? About 15 years ago. And, again, a committee that has never been led by a woman of color. It should come as no surprise that minoritized faculty seldom see a place for themselves on Faculty Council outside of the committees focused on EDI and those committees are not viewed as and historically have not been leadership pathways.

In an effort to remedy this situation, we call on the Faculty Council Executive Committee to fully commit to the following actions:

1. Build a *Leadership Pipeline* at both the committee and executive level that is representative of our diverse faculty;
2. Improve *Outreach and Communication*, particularly to minoritized faculty across the system;
3. Provide detailed *Implementation* steps that recognize and remove current barriers to minoritized faculty participation at all levels of Faculty Council;
4. Establish a system of *Accountability* through standardized expectations rooted in equity and diversity with transparent measures and reports of progress.

To accomplish this, we ask that the Executive Committee create an action plan to be presented at the first Faculty Council meeting of AY 21/22 for review and feedback by all Faculty Council committees quickly followed by implementation. We also ask that the Executive Committee immediately be expanded to include one voting faculty senate member who is nominated from

among the CREE, Women's, and LGBTQ+ committees in order to make space right now for someone who can represent our intersectional interests.

This action plan should, at a minimum, recognize that Faculty Council must build a diverse pool of candidates for their leadership positions; provide support for improved outreach and communication to minoritized faculty through our Communication Committee (e.g., through funding student workers to assist in outreach efforts); actively build relationships with diverse faculty groups across the system; establish programs, policies, and bylaws that allow for the implementation of EDI goals; require leaders to speak up in the face of injustices, including within our own organization, in order to cultivate a culture of equity; build a system of accountability to measure and report progress through determining a demographic baseline for leadership positions that reflects significant diversity goals; survey underrepresented faculty across the system about their experience with shared governance in terms of inclusivity, engagement, satisfaction and perception; review and revise formal and informal decision-making processes to be more equitable and inclusive; establish and implement guidelines for inclusive interactions and develop and adhere to performance and accountability processes/measures related to all EDI practices, policies, and procedures

We believe in the power and value of shared governance as well as the importance of our committees to Faculty Council. For far too long, however, minoritized faculty have not been actively encouraged to participate in shared governance nor elected to leadership positions when they do, disenfranchising many of us. It is clear that Faculty Council has much work to do around inclusive leadership practices. We pledge to work with our leadership team to improve EDI for all faculty through shared governance.