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. In 1991 FC gained its first chair from the LGBTQ Committee and it was another 27 years before another FC chair came from this committee, neither 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 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.

Polly E. McLean, PhD
Associate Professor, Media Studies, CMCI
University of Colorado Boulder
Chair, Women’s Committee

Edward Cannon, PhD
Associate Clinical Professor
University of Colorado Denver
Co-chair, LGBTQ+ Faculty Council Committee

Troyann Gentile, PhD
Assistant Clinical Professor
University of Colorado Denver
Co-chair, LGBTQ+ Faculty Council Committee

Maria Elena Buszek, PhD
Associate Professor, Art History
University of Colorado Denver
Member, Women’s Committee

Joanne Addison, PhD
Professor, English
University Colorado Denver
Chair, Faculty Council
Carey Candrian, PhD  
Assistant Professor, General Internal Medicine  
Member, LGBTQ+ Faculty Council

Danielle Loeb, MD, MPH  
Associate Professor of Medicine, General Internal Medicine  
Member, LGBTQ+ Faculty Council

Cerian Gibbes, PhD  
Associate Professor, Geography & Environmental Studies  
University of Colorado Colorado Springs  
Member, CREE

Kathryn Tallman  
Assistant Professor, Head Government Information Library  
University of Colorado Boulder  
Member, Women’s Committee

Mileidis Gort, EdD  
Professor, Education  
University of Colorado Boulder  
Member, CREE

Naomi Nishi, PhD  
Lecturer, Ethnic Studies  
University of Colorado Denver  
Vice Chair, CREE

Jorge M Chavez, PhD  
Associate Professor, Human Development and Family Relations  
University of Colorado Denver  
Chair, CREE

Kathy Prue-Owens, PhD, RN, CCRN  
Assistant Professor, UCHealth Term Chair Nursing Department  
University of Colorado Colorado Springs  
Member, CREE

Adriana Alvarez, PhD  
Assistant Professor, Culturally and Linguistically Diverse Education  
University of Colorado Denver  
Member, CREE

Steven Frost
Instructor, Media Studies
Faculty Director, B2 Center for Media, Arts, & Performance at the Rosler Atlas Institute
University of Colorado Boulder
Member, LGBTQ+ Faculty Council Committee

Regina D Richards, PhD, MSW
Vice Chancellor of Diversity Equity Inclusion and Community Engagement
Assistant Professor, Department of Family Medicine
Anschutz Medical Campus
Member, CREE

Adriana Alvarez, PhD
Assistant Professor
School of Education and Human Development
University of Colorado Denver
Member, CREE