

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, UHealth 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