



University of Colorado  
Board of Regents

CU Board of Regents Agenda Item

**Agenda Item Details**

Meeting	Oct 05, 2021 - Regents University Affairs Committee Meeting
Category	C. 1:17 p.m. ACADEMIC AFFAIRS ITEMS
Subject	6. Action Item: Recognition of free exchange of ideas and prohibition of certain mandatory training programs - Regent Heidi Ganahl
Type	ACTION
Recommended Action	RESOLVED That the University of Colorado Board of Regents, while scrupulously guarding academic freedom and the free exchange of ideas on campus, intends to codify the tenets of this resolution (as contained in the statement of information) into Regent law and policies. FURTHER RESOLVED That, moving forward, the University of Colorado Board of Regents expects that CU campuses will not use race, ethnicity, or gender as a consideration when hiring faculty or staff or administering academic programs or evaluating programs; FURTHER RESOLVED The University of Colorado Board of Regents acknowledges and affirms the right to express differing opinions, engage freely in unconstrained inquiry, research, and debate and exercise all the rights contained in the First Amendment.

**RECOMMENDATION FROM:**

Regent Heidi Ganahl

**STATEMENT OF INFORMATION:**

WHEREAS Our university is a place for open reflection, discussion, study, research, and learning, free from ideological restriction; and

WHEREAS Free speech and the free exchange of ideas are the prerequisites for the quality of teaching and research that the University of Colorado owes to its students and to the citizens of this state; and

WHEREAS Discrimination in any form is antithetical to the values of our university, our state, and our nation; and

WHEREAS Public higher education should not compromise or diminish the dignity of any race, ethnicity, gender, or ethnicity, but should honor the founding principles of our nation and its laws; and

WHEREAS There is evidence that mandated diversity and bystander training can create a hostile work environment and such programs have already resulted in federal discrimination lawsuits against universities and employers and reputational damage to the institutions; now, therefore,

Be it resolved that:

No student enrolled at the University of Colorado shall be required to engage in any form of training that stereotypes or caricatures the members of any race, ethnicity, religion, political philosophy or affiliation.

All concepts and ideas will always remain topics for unfettered investigation and study, but no teacher, administrator, or other employee of the University of Colorado shall attempt to enforce through grading or mandatory training programs discriminatory and prejudicial attitudes toward any race, ethnicity, or gender. Such discriminatory and prejudicial attitudes include:

- a. That one race or gender is inherently superior to another race or gender;
- b. That an individual, by virtue of his or her race or gender, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
- c. That an individual should be the target of discrimination and adverse treatment on the basis of his or her race, ethnicity, or gender;
- d. That members of one race, ethnicity, or gender cannot and should not attempt to treat others without respect to race, ethnicity, or gender;
- e. That an individual's moral character is necessarily determined by his or her race, ethnicity, or gender;

f. That an individual, by virtue of his or her race, ethnicity or gender, bears responsibility for actions committed in the past by other members of the same race, ethnicity, or gender;

g. That any individual should be made to feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race, ethnicity, or gender; or

h. That meritocracy or other positive traits such as a hard work, patriotism, and religious ethics are racist or sexist or were created by members of a particular race to oppress members of another race.

BE IT RESOLVED That the University of Colorado Board of Regents, while scrupulously guarding academic freedom and the free exchange of ideas on campus, intends to codify the tenets of this resolution into Regent law and policies.

BE IT FURTHER RESOLVED That, moving forward, the University of Colorado Board of Regents expects that CU campuses will not use race, ethnicity, or gender as a consideration when hiring faculty or staff or administering academic programs or evaluating programs;

BE IT FURTHER RESOLVED The University of Colorado Board of Regents acknowledges and affirms the right to express differing opinions, engage freely in unconstrained inquiry, research, and debate and exercise all the rights contained in the First Amendment.

**PREVIOUS ACTION(S):**

None.

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