

"Affirmative Action: Institutionalizing or Eliminating Racism?"

Norlin Library, February 20, 2008

Demographics for the University of Colorado at Boulder Fall 2007:

28,624 students
24,710 undergraduates
4,548 graduate students
47% women
53% men
69% Colorado residents
31% nonresidents
14% minorities
3% international students

CU Boulder's Equal Opportunity/Affirmative Action Policy

The University of Colorado at Boulder does not discriminate on the basis of race, color, national origin, sex, age, disability, creed, religion, sexual orientation, or veteran status in admission and access to, and treatment and employment in, its educational programs and activities. The University takes affirmative action to increase ethnic, cultural, and gender diversity; to employ qualified disabled individuals; and to provide equal opportunity to all students and employees.

The Office of Human Resources is responsible for equal employment opportunity, implementation of affirmative action programs, and coordination of Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1973, the Vietnam Era Veteran's Readjustment Act of 1974, the Americans with Disabilities Act (ADA) of 1990, and section 504 of the Rehabilitation Act of 1973. For further information about these provisions, or about issues of equity, discrimination or fairness, contact the Director of Human Resources, Campus Box 565, Boulder, CO 80309-565, or call (303) 492-6893.

This policy was approved by the Chancellor's Cabinet on October 8, 2007.

Date: October 10, 2007
Approved by: G. P. "Bud" Peterson, Chancellor
Author: Paul Talbot, Vice Chancellor for Administration

Nondiscrimination Statement

The University of Colorado at Boulder (UCB) is committed to ensuring an environment in which diversity is a fundamental value. We believe that greater diversity will enhance the quality of UCB and enrich understanding between students, employees and the entire community. UCB believes that it is important to use outreach to recruit a high quality diverse student body and workforce.

UCB provides equal opportunity for all students and applicants for admission and for all employees and applicants for employment regardless of race, color, creed, religion, national origin, sexual orientation, veteran status, age, or sex, except where sex or age is a bona fide occupational qualification. Discrimination on the basis of disability in educational programs and activities and employment at UCB is prohibited.

UCB expects all of its students and employees to join together to ensure a climate of diversity where everyone values individual and group differences, respects the perspectives of others and communicates openly to attain the best education.

Responsibilities for assisting with implementation of equal opportunity and affirmative action programs at UCB are assigned to the Director of the Department of Equal Opportunity and the Americans with Disabilities Act Coordinator.

Richard L. Byyny, Chancellor
Dated: November 15, 2001

Text of the proposed Colorado Civil Rights Initiative:

"The state shall not discriminate against or grant preferential treatment to any individual or group on the basis of race, sex, color, ethnicity or national origin in the operation of public employment, public education or public contracting."

Text of the proposed Initiative 61:

"The State shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting. Nothing in this section shall be interpreted as limiting the States authority to act consistently with standards set under the United States Constitution, as interpreted by the United States Supreme Court, in public employment, public education, or public contracting."

Find it at your Library

In the Library:

Dale, Charles V (2002) *Affirmative action revisited : a legal history and prospectus* / Charles V. Dale , [Washington, D.C.] : Congressional Research Service, Library of Congress ; [Bethesda, MD] : Distributed by Penny Hill Press
GOVPUB US LC 14.17:RL30470

Douglass, John Aubrey (2007) *The conditions for admission : access, equity, and the social contract of public universities* / John Aubrey Douglass , Stanford, Calif. : Stanford University Press
NORLIN STACKS LB2351.2 .D68 2007

Kellough, J. Edward (2006) *Understanding affirmative action : politics, discrimination, and the search for justice* / J. Edward Kellough, Washington, D.C. : Georgetown University Press
NORLIN STACKS KF4755.5 .K45 2006

The Supreme Court revisits affirmative action [electronic resource] : will Grutter and Gratz mean the end of Bakke? : [Washington, D.C.] : U.S. Commission on Civil Rights, [2003] <http://purl.access.gpo.gov/GPO/LPS58296>

On the web:

American Association for Affirmative Action (<http://www.affirmativeaction.org/index.jsp>) is the association of professionals managing affirmative action, equal opportunity, diversity and other human resource programs.

The **Colorado Civil Rights Initiative** (CoCRI) is dedicated to giving the people of Colorado the opportunity to end preferential treatment based on race, gender, ethnicity, or national origin by state and local governments. <http://coloradocri.org/>

More Resources from University Libraries:

Government Publications Subject Guide to Affirmative Action and Civil Rights

<http://ucblibraries.colorado.edu/govpubs/us/affact.htm>

Learn more about it: Resources from Library Events

<http://ucblibraries.colorado.edu/news/sources.htm>

Learn how to use your library with our "How Do I?" pages

<http://ucblibraries.colorado.edu/how/index.htm>



Norlin's Current Event Series

Co-sponsored by the Boulder Junior Chamber International and University Libraries, this series brings together faculty, authors, community leaders and local experts to highlight faculty scholarship; and to discuss and debate current issues that students have asked to learn more about while they are still HOT!

Our next event on Wednesday, April 9 asks, "**Are We Getting The News?**"

These events will take place in the **Center for British and Irish Studies**, (Norlin Library's 5th Floor) and are free and open to the public.