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| **Faculty Council | Faculty Senate** 1800 Grant, Suite 745 035 UCA  Denver, CO 80203 | t 303 860 5607 f 303 860 5725 facultycouncil@cu.edu |

**Faculty Council Committee for Racial and Ethnic Equity (CREE)**

**September 9th, 2022**

**1:00 pm to 3:00 pm**

**In person**

**1800 Grant St.**

**Join Zoom Meeting**

<https://cusystem.zoom.us/j/7519053752>

**Attending:** *Jorge Chavez (Co-Chair, UCD)*, Cerian Gibbes (Co-Chair, UCCS), Carlos Reali (Secretary, UCD), *Regina Richards (AMC), Dr. James Carter (AMC),* Adriana Alvarez (UCD), Fernando L. Rosario-Ortiz (UCB), *Lei “Frank” Zhang (UCCS)*, Maria Lewis (SYS, FC Administrator), *Jacqueline Nolly (SYS, Recording Secretary).[[1]](#footnote-25273)*

**Call to order and Approval of April Minutes:**

* Motion to approve minutes (5 APPROVED; 1 ABSTAINED).

**Executive/Faculty Council Update:**

* The discussion over whether one person has the capacity to fulfill the leadership role of FC Chair while maintaining a concurrent administrative position on campus.
* Faculty retention issues persist across the different campuses and is impacting the University at the system level (including FC participation).
  + The committee discussed the need for a system level mechanism to collect exit data on the demographic that is leaving and why.
* The appointment of a new Senior Diversity Officer: Judi Diaz Bonacquisti, Ed.D
  + The role of this position has been revised to an advisory position that communicates with the office of the University president.
  + The committee discussed concerns over the lack of transparency regarding the hiring and selection process for system diversity officers.
  + The committee discussed drafting a collaborative memo to demonstrate support for the position and then extending an invitation to connect with the new diversity officer.
  1. **Campus Updates:**
* (CU Denver) Loss of significant faculty and staff; course duplication across departments; new Vice Chancellor for the Center for Identity and Inclusion (Sam Kin).
* (CU Boulder) Search for a new Assistant Vice Chancellor for diversity is ongoing.
* (AMC) There are new task forces to reflect this AY’s strategic initiatives – a task force for holistic hiring; task force on staff career pathways; and a task force for equity and inclusivity in promotion practices. Campus wide mentoring program for faculty staff; modeling cluster hiring; accountability action plans for Campus Wide Climate Survey data and periodic checks to ensure that the schools and colleges are actively working toward creating a safe and inclusive learning environment. New associate dean of equity, diversity, and inclusion at the medical school.
* (UCCS) New budget model; change in FMAC leadership (Co-Chairs); link was inserted in the chat: <https://feic.uccs.edu/members>
  1. **Action items to pursue AY 22-23** (identify working groups and begin planning)
* The committees will circulate emails and do some background research on policies and issues to address. Priorities for AY 22-23 will be the emphasis for the October meeting, with a focus on action items.
  + Might be useful to narrow the focus down to three things.
* Scorecard & cross-campus dissemination.
* Cross campus community/connecting/networking event.
  + The Faculty Equity and Inclusion Committee meets every 2nd Friday of the month, 9:30-10:30am.
  1. **Guest: Jed Brown (Inclusive College Council)**
* A proposal to add “caste” to Regent Law 8A Nondiscrimination was presented to the committee.
  + Discrimination against caste is a problem present on CU campuses.
  + The committee made a suggestion to connect with faculty assemblies, campus officers of Equity and Inclusion, and Emily Osan (Systems) before bringing it up as Policy revision.
  + Administrator inserted link into the chat:
    - <https://www.cu.edu/ope/aps/5001>
  + It was suggested that “caste” would be easier to insert into guides and FAQs.

**Adjourned 3:01pm**

**Next meeting October 14th, 2022, 1-3pm.**

1. *Virtual attendance italicized.* [↑](#footnote-ref-25273)