



EMAC Meeting  
November 7, 2014  
9:00 a.m. – 11:00 a.m.  
1800 Grant St. Denver Conference Room

**Attending:** Mark Knowles, Laura Borgelt, Darren Chavez, Melissa Benton, Tina Moser, Mark Hernandez, Emilia Broce

**On the phone:** Deb Carter, Jennifer Knievel

**Approval of minutes**

Minutes of the October 3, 2014 meeting were approved as presented.

**Introductions**

Chair Mark Knowles welcomed new committee members and the new members introduced themselves.

**Faculty Council and Diversity Summit Updates**

Laura gave a report on the October 30 2014 Faculty Council meeting and the Diversity Summit on October 24, 2014. The committee members reviewed the panel on shared governance and some of the workshops from the Diversity Summit, including “Imagining Empathy through Musical Stories” and “Using Our Privilege for Good.” They also watched a video called “Bias and Schemas, Part One.” There was then a discussion about what information from the workshops could be tied back to the White Paper. The committee members also discussed the Liniger Family real estate donation to The Wildlife Experience in Douglas County. In addition, committee members inquired about campus awards that are awarded and discussed creating an inventory of systemwide and campus awards

**Campus Updates**

Mark Knowles talked briefly about the \$20,000 donation the Jones and Federico Family made towards a diversity scholarship for a medical student. He also talked about the upcoming CU Boulder Diversity Summit on November 11<sup>th</sup> and 12<sup>th</sup>.

Melissa Benton talked about the new faculty on the Colorado Springs campus. She also talked about the nine grant applications that were reviewed and the \$2,000 in grant funding that was awarded on campus.

Deb reported on the updates from the Anschutz Medical Campus:

- Ethnic Minority Committee for Anschutz started meeting in September
- Discussed the recruitment, outreach and mentoring for young researchers in the community



- Discussion on how to make it easier for faculty and staff to get tuition benefits with the Diversity Inclusion Office
- Brief summary of the meeting at the Diversity Summit for the STEM Program
- Update on the Micro-Aggression Conference in the Spring (no date set, but have speakers lined up)

### **White Paper: “Incentivizing Faculty to Broaden Participation on All Aspects of Diversity.”**

Prior to the meeting, Thomas sent out a series of links with information about the Equity Scorecard. The committee members talked about the information from the documents and inquired about how the Equity Scorecard is used on the different campuses. The committee members also talked about the merit forms for each of the campuses and will discuss what each campus has for merit forms at the next meeting on Friday, December 5, 2014.

For the White Paper, Mark Knowles proposed breaking into groups to work on parts of the paper and he inquired about how to divide into groups (ex: dividing based on campus). The committee also discussed taking additional time to meet to work on the White Paper and the possibility of meeting in January to do so. The date January, 9, 2015 was proposed as a possible date, but the members agreed to discuss it further at the December meeting to confirm a date. The members also inquired about what funds are available in the budget can be used towards the meeting for meeting space, food, and other accommodations for the committee members. Emilia will talk with Isabella about what funds are available and what those funds can be used towards for the meeting.

### **Adjournment**

There being no other business, the meeting was adjourned at 10:51 AM. The next meeting will be on December 5, 2014 in the Denver conference room.