



EMAC Meeting
March 4th, 2016
9:00 a.m. – 11:00 a.m.
1800 Grant St. Denver Conference Room

Meeting Minutes

Attending: Tina Moser, Melissa Benton, Grace Wagner, Kathy Nesbitt, Paula Manzanares, Debbie Carter, Darren Chavez, Kara Viesca, and Mark Knowles

On the Phone: Jennifer Knievel and John McDowell

Approval of Minutes: The approval of minutes was postponed until the next meeting.

Progress of Diversity – VP Kathy Nesbitt

VP Nesbitt gave a presentation over the state of diversity at CU. She talked about her own efforts as well as the efforts of others in the organization and stressed the need for a strategic direction headed by President Benson. The focus now is on leadership training and top-down cultural change that focuses on unconscious biases. She also spoke to the development of a long term plan which will broaden the strategic plan so it includes research, recruitment of faculty and staff, spending from a diversity perspective, and community and alumni engagement. Additionally, they will also be hiring an assistant or associate VP for diversity. This person will have a high level of interaction with the EMAC Committee. During the presentation, VP Nesbitt also provided historical context, discussed the current metrics and the climate on the campuses, and explained the process of measuring diversity efforts. Her main goals are to assess effectiveness and to begin implement best practices. She also wants to develop and publish metrics to measure progress and reorganize the Employee and Information services.

White Paper

At the urging of VP Nesbitt, the EMAC committee will be revisiting the White Paper and presenting recommendations on how to use the White Paper in conjunction with the new diversity efforts. This will begin at the next meeting.

Race at CU: Boulder

The event was highly successful. Over 200 people attended. Kara gave a brief overview of the event and discussed several things that resulted from the event and the follow up she wants to do with the students. A discussion followed around the possibility of having this event on other campuses. There will be a meeting with CU Engage in April. Funding for possible future events was also discussed, and it was decided that if there aren't funds to cover the events this year, then they should be done next year.

UCCS Event Update

They are still in the planning phase and have followed up with CU Dialogues. There is also a new member of the on-campus team who is now a part of the conversation. A grant was submitted yesterday to cover food costs.

Climate Survey

Jennifer discussed the McCrillis presentation about the recent climate survey. Topics discussed include data about students of different races and their feelings and experiences of being on campus. The conclusion was that the African American students feel significantly less welcome and included on campus. She will share the slides from the presentation with the committee and John McDowell. This topic will be discussed further at the May meeting.

Campus Updates

Anschutz – Debbie Carter

There's a large annual recruiting conference that students are being supported to go to. The graduate school has ongoing diversity training opportunities, but since it's not linked to the website, it may be missed. They've had four diversity focused trainings which focus on training people to be leaders in their respective fields. They are also sponsoring a minority house staff association and the new director for admissions has done this before with success so they are optimistic going forward. The project has been funded for at least two years.

Denver – No update at this time.

UCCS

There is a diversity summit on March 30th and over 200 people have registered. They have two keynote speakers, a community fair that encourages community connection and volunteerism, and they will have Afro-Cuban drummers perform at the end of the symposium.

Boulder – Jennifer Knievel

They are putting together an Inclusive Excellence plan and have asked all the units to build their own which they are supposed to be submitting this month, but it is unlikely that deadline will be met. The deadline will probably be extended for the semester. Additionally there will be two more dialogues about diversity, one this month and one next month. These are being hosted in light of the climate survey that came out focusing on behavior outside of the classroom including sexual assault and romantic behavior, but will also include other aspects from the climate survey including race.

Additional Business

- Darren gave a brief presentation on the President's Diversity award applications which are due today at 5pm.
- Chair Moser will be out of town during the next meeting, but she will provide an agenda. Kara will run the committee.

Adjournment

There being no other business, the meeting was adjourned at 11:02 am. The next meeting will be on April 1st, 2016 in the Denver conference room.