

**Committee for Racial and Ethnic Equity (CREE) Meeting**  
**April 2, 2021, 9:00-11:00 AM**  
**Zoom Video Conference**

**Attending:** Jorge Chavez (Chair, UCD), Naomi Nishi (Vice Chair, UCD), Cerian Gibbes (Secretary, UCCS), Debbie Carter (AMC), Mileidis Gort (UCB), Linds Roberts (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Adriana Alvarez (UCD), Areione Hubbard (UCD, student), Carlos Reali (UCD), Jonelle Henning (SYS)

**Approval of Last Meeting Minutes:** March 5, 2021 (APPROVED)

**Discussion Items:**

**1. Campus Updates**

- a. AMC – Work is continuing for establishing a federally qualified health center in the community which will involve all schools such as Children’s Hospital and Salud. There has been a campus and state effort on upper payment limit grants to reach diverse communities. Several groups in the School of Medicine participated in West End 30 Day Diversity Challenge. LGBT Center had a 3-day opening event which involved community participation. The Wellness Structure Resiliency Group has been available for burn out and places to talk about difficult issues. There has been a push for International Autism Awareness. There is also a new [community calendar](#) searchable by DEI events.
- b. UCB – The Boulder Faculty Assembly introduced a motion to censure Kennedy and shared [this article](#). CU Boulder Community Safety Taskforce came out with a list of recommendations that was shared with leadership, the full list can be [found here](#).
- c. UCCS – The College of Nursing has distributed a list of DEI resources and events. Listening sessions have occurred in the EDI office. Several faculty members with LAS held a meeting with UCCS police chief to discuss violence prevention, the questions were shared with the chat.
- d. UCD – The Chair of the Ethnic Diversity Committee has been invited to the May meeting; CREE members have also met with their committee. The School of Education is hosting a book club for ‘How to Be an Antiracist’. The Equity Taskforce met and reported on the initial 5 priorities and next steps, identifying action steps and working with the new VC of DEI, Antonio Farias.

**2. Motion to censure President Kennedy**

- a. Members discussed the BFA’s motion to censure Mark Kennedy, FC Executive response, and CREE’s role in reviewing and consulting.

**3. Coded Bias Film Screening Discussion**

- a. A flyer for the April 16 event was shared with the committee for review and distribution, members thanked Debbie Carter for being a panelist for the panel discussion following the film screening.

**4. Proposal to Recruit, Retain, Promote and Advance Faculty of Color & Discussion with Dr. Brenda J Allen & Chief Diversity Officer, Theodosia Cook**

- a. The committee reviewed the language of focus groups and decided to address it as support networks, providing opportunities for faculty of color to meet, connect, and have space.



- b. Discussion held over strategy, moving the needle, and combining efforts since precedents and analogs exist across the campuses, but also noted concern with the issue of siloed groups. Items discussed:
  - i. There should be a combined effort with DEI, Center for Teaching and Learning and faculty affairs
  - ii. Review previous records/recommendations like the [EIE Taskforce Recommendations](#) and address:
    - 1. Here's what was recommended and what did not happen
    - 2. Here's what we're going to do
    - 3. Here's how it'll help the structural shift
  - iii. Explicitly connect, justify, and specify funding long term
  - iv. Making sure training throughout systemic processes strategically moves beyond training and holding people accountable. Examples presented were quarterly town halls addressing accountability, connecting with IT (data governance), HR (hiring and current hires) and have conversations about their training in action
  - v. Continue support networks, mentoring and connections with faculty of color
- c. Recommendations were made on who to continually address this with:
  - i. Connect with Strategic Plan
  - ii. FC Executive and Faculty Council
  - iii. VC and DEI Officers - looking and connecting with taskforces and talking with Deans and Chairs as points to target efforts for structural change
  - iv. Work with Faculty Assemblies to bridge communication
- d. Members recommended requesting time at the first FC Executive meeting at the start of the next academic year.

**5. Meeting adjourned at 11:03 am**