



**Committee for Racial and Ethnic Equity (CREE) Meeting
February 7, 2020, 9:00-11:00 AM**

**CU System (Pikes Peak Conference Room at 1800 Grant Street, Denver, CO 80203) and
Zoom Video Conference**

Attending: Jorge Chavez (Co-Chair, UCD), Lindsay Roberts (Co-Chair, UCB), Cerian Gibbes (Secretary, UCCS), Debbie Carter (AMC), Regina Richards (AMC), Kafia Roland (UCB), Adriana Alvarez (UCD), Carlos Reali (UCD), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Jonelle Henning (SYS) **Also Attending:** Jennifer Ho & Brenda J Allen

Approval of Last Meeting Minutes: December 6, 2019 (APPROVED)

Discussion Items:

1. Welcome new members

- a. Regina Richards, from Anschutz and Ge'Swan Swanson, student from Denver

2. Summary from January Faculty Council meeting – Jorge Chavez

- a. Updates on the CDO search
- b. Gender pay equity initiative – They are currently focusing on gender due to the law mandate and will not be looking at race or ethnicity at this time. Chair of Personnel & Benefits is on this committee, mentioned the committee is pushing for race and ethnicity.
- c. Strategic Planning Update – Working groups have been meeting and they are currently developing metrics to show deliverables.
- d. There is no formal policy on access to FCQs/Teaching Evaluation and it is publicly available information. There are concerns about bias. Would CREE like to put forward a statement or advice Faculty Council on this?
- e. DES survey – Reports have been shared with Faculty Council; committee members can request the surveys from Jonelle.
- f. New Civics requirement going to Board of Regents.

3. Discussion on two related incidents

- a. Denver - White supremacist messages emerged on the campus and Ethnic Studies flyers were removed.
- b. Anschutz Anesthesiology - Anti-Semitic and ageist discrimination. CREE discussed the idea of asking Faculty Council if they may know more about the timeline.

4. Conversation with Jennifer Ho, Professor of Ethnic Studies at Boulder, and director of the Center for the Humanities and Arts

- a. Jennifer reported on University of North Carolina's support groups for faculty of color and indigenous faculty, as well as small grants. The following 6 points were



presented to their chancellor to strengthen support for faculty of color and indigenous faculty at UNC:

- i. Improve racial climate on campus
 - ii. Recognize and compensate the invisible labor
 - iii. Increase leadership positions
 - iv. Create a culture and system where white faculty are also doing service and messaging to support social justice and inclusion, tying this to annual reporting and to tenure and promotion
 - v. Recruit, hire, and retain faculty of color and indigenous faculty
 - vi. Institutionalize and foreground racial justice in the strategic planning and capital campaign of the university
- b. Jennifer's Vision for Center for Humanities and Arts Mission at Boulder
- i. They would like this center to bring together many constituents to discuss contemporary, controversial issues.
 - ii. Sponsor Difficult Dialogues series, first one March 3 "Difficult Dialogues about Race" inspired by anti-Black racist incident at college of Engineering last fall and the Boulder campus response.
- c. Racial Literacies Group
- i. Jennifer started this concept at a prior institution, invited all campus community members to participate and discuss intersectionality, social identities, and oppression.
 - ii. Jennifer is submitting NEH grant to set this up at the Boulder campus and attract speakers from around the country.
- d. Dr. Allen noted that all campuses get discretionary funds through the Office of Diversity & Inclusion.
- i. CU System's [President's Diversity Award](#)
 - ii. Dr. Allen encouraged the committee to consider making an inventory list of these types of funds.

5. Continuing business

- a. Campus Diversity Outreach & Brave/Safe Spaces
- b. Updates on Denver campus CHAPPY Hour

6. Work with Dr. Brenda J Allen

- a. There is a new [Google Shared Folder](#).
- b. Dr. Allen addressed 3 actions items for the committee:
 - i. Create an inventory of what's broadly happening on the various campuses to support DEI (programming, initiatives, funding, etc.).
 - ii. Brainstorm what kind of data should be analyzed to include in the proposal for recruiting, retaining, and advancing faculty of color.
 - a) Frank suggested using CU official data to determine whose courses are more likely to be cancelled due to low enrollment, particularly



- international faculty around language discrimination and cultural stereotyping.
- b) Carlos recommended being in contact with International Student & Scholar Services in regard to recruitment, hiring, and retention of international faculty of color (H1 visas, etc).
- iii. Developing language and inclusion in the committee's scope: Faculty of color, international faculty of color, indigenous faculty (issues of sovereignty)
- c. CREE Charge Revisions - Suggested language from Naomi
 - i. The Committee for Racial & Ethnic Equity considers concerns of ethnic minority faculty, including:
 - ii. Assessing the cultural climate of the university as it pertains to opportunities for ethnic minority faculty for academic advancement, productivity and appropriate compensation;
 - iii. Making recommendations for creating an academic environment that fosters the academic success of both ethnic minority faculty and ethnic minority students;
 - iv. Working to assure fairness in the recruitment and retention of ethnic minority faculty and students;
 - v. Developing support networks and recommending policies to address the needs of ethnic minority faculty and students.
- d. Shared Language for Faculty Council Timely Response
 - i. Continue at the next meeting by discussing the purpose of this statement.
- e. Recruiting and Retaining Faculty of color
 - i. CREE retreat for Friday, March 6, 9am-1pm, meeting at UCD (1150 Lawrence Street Center) campus to focus on the work with Dr. Allen.

7. Adjournment 11:05 am