



**Committee for Racial and Ethnic Equity (CREE) Meeting**  
**March 5, 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:** February 12, 2021 (APPROVED)

**Discussion Items:**

**1. Campus Updates**

- a. UCB – There have been two more Qualtrics responses to the survey from the CU Connections article. The Provost is asking Deans to establish DEI goals within the next month, it is currently unknown if goals are going to be widely shared.
- b. UCCS – The Chancellor announced the establishment of a campus wide DEI taskforce which will include faculty, staff and students.
- c. UCD – The new [VC for Diversity, Equity and Inclusion, Antonio Farias](#) will start March 15. A survey has been deployed to gain further insight on how respondents define race.

**2. Faculty Council Updates & Multi-FC Committee DEI Working Group**

- a. The multi FC committee DEI working group to address systemwide transparency and accountability was presented at the February meeting, committee Chairs began inviting Naomi to attend their meetings.
- b. Once they gauge interest level from the committees, members agreed to establish a full proposal and noted that the work will most likely be activated in the fall.

**3. Proposal to Recruit, Retain, Promote, and Advance Faculty of Color**

- a. Members held an open discussion on the continuation of their proposal, the following themes were established:
  - i. Develop more collaboration and event opportunities with campus and system level committees, create a sense of community through social, organic connections
  - ii. Continue gathering data and creating focus groups for qualitative and quantitative research
  - iii. Connect more with decision makers like program Chairs and Directors since they have power in recruitment and retention
  - iv. Continue collaboration and align efforts with Theodosia

**4. Discussion & Updates with Chief Diversity Officer, Theodosia Cook**

- a. Members brought up their previous discussion on their proposal, Theodosia recommended the [Oregon Search Advocate Program](#) as a resource for hiring practices and stressed the importance of creating partnerships with various leadership roles like Chairs and Deans.
- b. Discussion held over the role of DEI officers and ensuring that compliance and DEI at CU are not separated.
- c. Members and Theodosia further addressed need for more DACA resources on campuses, international student support and recruitment.



- d. Theodosia reported that the Campus Workplace Culture survey will be launched in the fall.
- e. More information will be provided soon on the Nonprofit Round Table event on April 1, Theodosia emphasized how they want to be more intentional in collaborating with the community.
- f. Theodosia also shared the Dept of Higher Ed [Educational Equity Day of Dialogue](#) and encouraged members to register.

**5. Meeting adjourned at 11:02 am**