



**Committee for Racial and Ethnic Equity (CREE) Meeting**  
**May 1, 2020, 9:00-11:00 AM**  
**Zoom Video Conference**

**Attending:** Jorge Chavez (Co-Chair, UCD), Linds Roberts (Co-Chair, UCB), Cerian Gibbes (Secretary, UCCS), Debbie Carter (AMC), Regina Richards (AMC), Mileidis Gort (UCB), Kafia Roland (UCB), Adriana Alvarez (UCD), Naomi Nishi (UCD), Carlos Reali (UCD), Ge'Swan Swanson (UCD, student), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Jonelle Henning (SYS)

**Approval of Last Meeting Minutes:** April 3, 2020 (APPROVED)

**Discussion Items:**

**1. Updates from Faculty Council**

- a. Faculty Council members will be meeting over the summer.
- b. CREE, LGBTQ+ and Women's committee chairs are meeting to discuss future collaboration.

**2. May elections affirmed for the 2020-21 officer positions:**

- a. Chair – Jorge Chavez
- b. Vice Chair – Naomi Nishi
- c. Secretary – Cerian Gibbes

**3. Facial Recognition Software with Shea Swauger**

- a. Shea presented on facial recognition software and how recent studies have shown the software disproportionately misidentifies people of color more often than white people.
- b. Open discussion held regarding these concerns and use in higher education.

**4. Continuing work with Dr. Allen**

- a. Dr. Allen and the committee revisited their retreat work, working groups gave the following updates:
  - i. Inventory of data and current campus programs
    1. Committee members contacted registrar's offices at each campus regarding course cancellation data, especially as it may pertain to racism against international faculty.
    2. Obtained data from CU System office going back about 20 years, divided by ethnicity and faculty rank. Does not include international faculty data.
  - ii. Search for best practices/opportunities
    1. Outreach and recruitment to diverse faculty populations and for internships/residencies. Looking at medical schools who are addressing SES disparities among students to allow greater access to this education.
  - iii. Plans for next year



1. Qualitative pieces needed in addition to quantitative pieces. Fall focus groups for faculty of color to discuss topics around coaching, retention, and hiring.
2. CREE work with new System CDO
3. Continue revising the committee's charge
4. Revisit shared language for Faculty Council timely response
5. Plan to have a strong draft of the Proposal by end of the academic year, spring 2021
6. Reminder that work can be published and presented
7. Add resources to website
8. Consider hiring a student assistant again to help collect the resources

**5. Meeting with Diversity Marketing Campaign group, Essencialize**

- a. Background: Regents requested to have President Kennedy organize an internal diversity campaign, the main message would be centered around respect and celebrating differences. Essencialize was chosen as the vendor.
- b. Representatives from Essencialize asked several questions on faculty's views of diversity at CU.
- c. Open discussion held regarding these questions and campaign; concerns raised.

**6. Meeting adjourned at 11:07am**