



Committee for Racial and Ethnic Equity (CREE) Meeting
October 2, 2020, 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), Adriana Alvarez (UCD), Areione Hubbard (UCD, student), Carlos Reali (UCD), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Jonelle Henning (SYS)

Approval of Last Meeting Minutes: September 4, 2020 (APPROVED)

Discussion Items:

1. The committee welcomed new member Areione Hubbard, CU Denver student.

2. Discussion with Chief Diversity Officer, Theodosia Cook

- a. Theodosia shared plans to implement the Equity and Inclusive Excellence Recommendations that was submitted by Equity and Inclusive Excellence Taskforce. Discussion items:
 - i. Include statement on hiring descriptions, applicants should also demonstrate how they follow the statement during interview process
 - ii. Holding employees accountable with yearly evaluations
 - iii. Conduct more exit interviews
 - iv. Search committee trainings
- b. Members provided updates that some schools began incorporating equity and inclusive excellence language in job descriptions.
- c. Theodosia also addressed the climate survey and is determining methods to move forward.
- d. Discussion held over the impacts of the Executive Order on campuses and grants/grant proposals.

3. System and Campus Updates

- a. Dr. Allen's [course on inclusive leadership](#) was just launched on Coursera, there are plans to have CU leaders take this as a required training.
- b. Anschutz – Center for Bioethics and Humanities is hosting a year-long lecture series which explores how racism directly and indirectly impacts health and health care in the US, more information can be found [here](#).
- c. Boulder – There is strong student activism on campus, which is spreading to other campuses, [DiversifyCUnow website](#) was shared with the group. The [anti-racism MOOC](#) is being widely shared, there are now organized study groups and talks on this course.
- d. Denver – The hiring process began for the new Vice Chancellor for diversity, equity and inclusion. Details on the timeline, membership, and leadership profile can be found [here](#). Denver student groups are working to make voices heard and trying to strategically reach out to administrators and faculty.
- e. Members discussed creating a Google doc in the shared drive that includes all upcoming workshops, student group initiatives, and campus events.



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

- a. Dr. Allen will be at the November meeting to break up the work and strategize how best to move forward.
- b. Jorge and Naomi reminded members to revisit the proposal they worked on last year.
- c. Since there has been many changes recently, discussion held about potentially re-prioritizing, determine whether work is being replicated and active steps to push forward.

5. Meeting adjourned at 11:02am