Published on *University of Colorado* (https://www.cu.edu)

Faculty Council Committee on Access, Belonging, and Opportunity [1]



Committee Charge

Adopted September 2021

The Committee for Racial & Ethnic Equity (now Committee on Access, Belonging, and Opportunity) considers the needs and priorities of Faculty of Color[1] and Students of Color in collaboration with student governance bodies i.e. Intercampus Student Forum (ICSF). The scope of this committee includes racially and ethnically minoritized faculty, including international faculty of color and indigenous faculty. Within this, our charge includes the following:

1. Assessing and enhancing the CU community as it pertains to the inclusion and experiences of Faculty of Color. These issues include, but are not limited to, those related to advancement, productivity, recognition, compensation, and agency.
2. Providing guidance on recruiting, retaining, and promoting Faculty and Students of Color.
3. Developing support networks and recommending policy to address the needs and priorities of Faculty and Students of Color, including collaborating with other Faculty Council Committees.
4. Speaking out against racism and other intersectional systems of oppression at CU and making recommendations/developing initiatives to

combat them.

5. Consulting, collaborating and educating with the CU community on race, racism, whiteness, and other systems of oppression and how they work individually and within the higher education system.

[1] In a symbolic gesture to elevate and acknowledge People of Color, we choose to capitalize this phrase and its derivations.

Asian Community Solidarity Statement & Resources

We, the Faculty Council Committees for Racial and Ethnic Equity (now Committee on Access, Belonging, and Opportunity) and LGBTQ+, send a note of solidarity, love, and support to the Asian, Asian-American, women, and femme members of OUR COMMUNITY. The murders in Atlanta this week are just one incident in the long history of anti-Asian racism and violence against women which includes conspiracy theories, racial epithets, violent attacks, sexual violence, and murder. The recent escalation of these incidents reflects the links between the rhetoric of fear, racism, and sexism that are increasingly finding space in our society. It is important that we stand united in the face of white supremacy, patriarchy, and xenophobia. We must call it out in all its forms and wherever it is present. And we must combat it with our voices, actions, and love in solidarity. We stand with you and bind our plight with yours.
If you need to file a complaint:

- CU Anschutz | CU Denver: Make a Report | Office of Equity (ucdenver.edu) [2]
- CU Boulder: Office of Institutional Equity | Don't Ignore It [3]
- CU Colorado Springs: Office of Institutional Equity | Incident Reporting Form [4]

If you are struggling, or just need someone to talk to, each campus has counseling services available:

- CU Anschutz: Mental Health Resources [5]
- CU Boulder: Counseling and Psychiatric Services [6]
- CU Colorado Springs: Mental Health Services [7]
- CU Denver: Counseling Center [8]

Anti-Racism & Community Conversations:

- CU Anschutz: The Asian American Racial Justice Toolkit [9]
- CU Boulder: Anti-Racism I | Coursera [10]
- CU Denver: Community Conversation: Hate Crimes against Asian Communities (March 22, 6:00 PM) https://zoom.us/webinar/register/WN_LxKQkWYQSOehdepERjL3aQ [11]

Learn more about anti-Asian racist history and violence against women in Colorado:

- The Rise and Fall Denver's Chinatown [12]
- Amache: Japanese Internment in Colorado Online Exhibit [13]
- National Coalition Against Domestic Violence (PDF) [14]

Police Violence Letter

As the Faculty Council Committee for Racial and Ethnic Equity (now Committee on Access, Belonging, and Opportunity), we along with our colleagues on the LGBTQ+ Committee and Women's Committee have now put out four communiques decrying racism and the police killing of Black people during the COVID-19 pandemic. We now lift up the name of Daunte Wright, who was killed by a police officer on Sunday, April 11th, approximately 10 miles from where Derek Chauvin was on trial for murdering George Floyd. We also uplift the name of Adam Toledo, a 13-year-old Latino child, killed by police in Chicago. Closer to home, we still await justice for the killing of Elijah McClain by police in Aurora.
We once again take this moment to encourage our fellow faculty members to hit the pause button for yourselves and with your students, to grieve, reflect, and (re)create community in the midst

of the pain caused by white supremacism. We send our thoughts and love to the Black Community and other Communities of Color, in Minnesota, Illinois, and here in Colorado, along with a renewed commitment to racial justice. And, once again we say Black Lives Matter.

CREE Members

NAME	CAMPUS	SCHOOL/COLLEGE	TERM
Thomas Beck, Co-Chair	CU Denver	Auraria Library	Term 2, AY 2026-2029
Carlos Reali, Co-Chair	CU Denver	College of Arts & Sciences	Term 3, AY 2024-2027

Meetings

- Meetings, AY 2026-27
- Meetings, AY 2025-26
- Meetings, AY 2024-25
- Meetings, AY 2023-24
- Meetings, AY 2023-24
- Meetings, AY 2022-23
- Meetings, AY 2021-22
- Meetings, AY 2020-21
- Meetings, AY 2019-20
- Meetings, AY 2018-19
- Meetings, AY 2017-18

DATE	TIME	LOCATION	MINUTES
September 18, 2026	11:00 a.m.-12:00 p.m.	Zoom	
October 16, 2026	11:00 a.m.-12:00 p.m.	Zoom	
November 20, 2026	11:00 a.m.-12:00 p.m.	Zoom	
December 18, 2026	11:00 a.m.-12:00 p.m.	Zoom	
January 15, 2027	11:00 a.m.-12:00 p.m.	Zoom	
February 19, 2027	11:00 a.m.-12:00 p.m.	Zoom	
March 19, 2027	11:00 a.m.-12:00 p.m.	Zoom	

DATE	TIME	LOCATION	MINUTES
April 16, 2027	11:00 a.m.- 12:00 p.m.	Zoom	

DATE	TIME	LOCATION	MINUTES
September 24, 2025	1:00 – 3:00 p.m.	Zoom	
October 17, 2025	2:00 - 4:00 p.m.	Zoom	
November 7, 2025	11:00 a.m. – 1:00 p.m.	Zoom	
December 9, 2025	12:00– 2:00 p.m.	Zoom	
February 24, 2026	2:30-4:30 p.m.	Zoom	
March 31, 2026	2:30-4:30 p.m.	Zoom	
April 28, 2026	3:00 - 4:00 p.m.	Zoom	
May 13, 2026	12:00- 1:00 p.m.	Zoom	

DATE	TIME	LOCATION	MINUTES
Thursday, October 31, 2024	1 – 3 pm	Zoom	
Tuesday, November 12, 2024	12 – 2 pm	Zoom	
Monday, December 9, 2024	1 – 3 pm	Zoom	
Thursday, January 16, 2025	1 – 3 pm	Zoom	
Thursday, February 20, 2025	1 – 3 pm	Zoom	
Thursday, March 20, 2025	1 – 3 pm	Zoom	
Thursday, April 17, 2025	1 – 3 pm	Zoom	
Thursday, May 15, 2025	1 – 3 pm	Zoom	

DATE	TIME	LOCATION	MINUTES
Thursday, October 31, 2024	1 – 3 pm	Zoom	

DATE	TIME	LOCATION	MINUTES
Tuesday, November 12, 2024	12 – 2 pm	Zoom	
Monday, December 9, 2024	1 – 3 pm	Zoom	
Thursday, January 16, 2025	1 – 3 pm	Zoom	
Thursday, February 20, 2025	1 – 3 pm	Zoom	
Thursday, March 20, 2025	1 – 3 pm	Zoom	
Thursday, April 17, 2025	1 – 3 pm	Zoom	
Thursday, May 15, 2025	1 – 3 pm	Zoom	

DATE	TIME	LOCATION	MINUTES
Friday, September 8, 2023	1:00 pm - 3:00 pm	1800 Grant St. Room 402 Pikes Peak	
Friday, October 13, 2023	1:00 pm - 3:00 pm	1800 Grant St. Room 402 Pikes Peak	
Friday, November 10, 2023	1:00 pm - 3:00 pm	1800 Grant St. Room 402 Pikes Peak	
Friday, December 8, 2023	1:00 pm - 3:00 pm	1800 Grant St. Room 402 Pikes Peak	
Friday, February 9, 2024	1:00 pm - 3:00 pm	1800 Grant St. Room 402 Pikes Peak	
Friday, March 8, 2024	1:00 pm - 3:00 pm	1800 Grant St. Room 402 Pikes Peak	
Friday, April 12, 2024	1:00 pm - 3:00 pm	1800 Grant St. Room 402 Pikes Peak	
Friday, May 10, 2024	1:00 pm - 3:00 pm	1800 Grant St. Room 402 Pikes Peak	

DATE	TIME	LOCATION	MINUTES
September 9, 2022	1 - 3 p.m.	1800 Grant St. Room 402 Pikes Peak	Minutes [15]

DATE	TIME	LOCATION	MINUTES
October 14, 2022	1 - 3 p.m.	1800 Grant St. Room 402 Pikes Peak	(MEETING CANCELED)
November 11, 2022	1 - 3 p.m.	1800 Grant St. Room 402 Pikes Peak	Minutes
December 9, 2022	1 - 3 p.m.	1800 Grant St. Room 402 Pikes Peak	Minutes
January 13, 2023	1 - 3 p.m.	1800 Grant St. Room 402 Pikes Peak	Minutes
February 10, 2023	1 - 3 p.m.	1800 Grant St. Room 402 Pikes Peak	Minutes
March 10, 2023	1 - 3 p.m.	1800 Grant St. Room 402 Pikes Peak	Minutes
April 14, 2023	1- 3 p.m.	1800 Grant St. Room 402 Pikes Peak	Minutes
May 12, 2023	1 - 3 p.m.	1800 Grant St. Room 402 Pikes Peak	Minutes

DATE	TIME	LOCATION	MINUTES
September 10, 2021	1 - 3 p.m.	Zoom Video Conference	Minutes [16]
October 8, 2021	1 - 3 p.m.	Zoom Video Conference	Minutes
November 12, 2021	1 - 3 p.m.	Zoom Video Conference	Minutes
December 10, 2021	1 - 3 p.m.	Zoom Video Conference	Minutes
February 11, 2022	1 - 3 p.m.	Zoom Video Conference	Minutes
March 11, 2022	1 - 3 p.m.	Zoom Video Conference	Minutes
April 8, 2022	1 - 3 p.m.	Zoom Videoconference	Minutes

DATE	TIME	LOCATION	MINUTES
September 4, 2020	9 - 11 a.m.	Zoom Video Conference	Minutes [17]
October 2, 2020	9 - 11 a.m.	Zoom Video Conference	Minutes [18]
November 6, 2020	9 - 11 a.m.	Zoom Video Conference	Minutes [19]
December 4, 2020	9 - 11 a.m.	Zoom Video Conference	Minutes [20]
February 5, 2021	9 - 11 a.m.	Zoom Video Conference	Minutes [21]

DATE	TIME	LOCATION	MINUTES
March 5, 2021	9 - 11 a.m.	Zoom Video Conference	Minutes [22]
April 2, 2021	9 - 11 a.m.	Zoom Videoconference	Minutes [23]
May 7, 2021	9 - 11 a.m.	Zoom Videoconference	Minutes [24]

DATE	TIME	LOCATION	MINUTES
September 6, 2019	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [25]
October 4, 2019	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [26]
November 1, 2019	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes
December 6, 2019	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [27]
February 7, 2020	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [28]
March 6, 2020	9 a.m. - 1 p.m.	CREE Spring Retreat, CU Denver Campus	
April 3, 2020	9 - 11 a.m.	Zoom Videoconference	Minutes [29]
May 1, 2020	9 - 11 a.m.	Zoom Videoconference	Minutes [30]

DATE	TIME	LOCATION	MINUTES
September 7, 2018	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [31]
October 5, 2018	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [32]
November 2, 2018	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [33]
December 7, 2018	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [34]
February 1, 2019	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [35]
March 1, 2019	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [36]

DATE	TIME	LOCATION	MINUTES
April 5, 2019	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [37]
May 3, 2019	9 - 11 a.m.	1800 Grant St, Pikes Peak Conference Room	Minutes [38]

DATE	TIME	LOCATION	MINUTES
September 1, 2017	9 - 11 a.m.	1800 Grant St, Denver Conference Room	Minutes [39]
October 6, 2017	9 - 11 a.m.	1800 Grant St, Denver Conference Room	Minutes [40]
November 3, 2017	2017 LGBTQ+ & EMAC Committees Joint Symposium, CU Denver [41]		
December 1, 2017	9 - 11 a.m.	1800 Grant St, Denver Conference Room	Minutes [42]
February 2, 2018	9 - 11 a.m.	1800 Grant St, Denver Conference Room	Minutes [43]
March 2, 2018	9 - 11 a.m.	1800 Grant St, Denver Conference Room	Minutes [44]
April 6, 2018	9 - 11 a.m.	1800 Grant St, Denver Conference Room	Minutes [45]
May 4, 2018	9 - 11 a.m.	1800 Grant St, Denver Conference Room	Minutes [46]

Click here [47] to view archived minutes of CREE/EMAC

Attachments:
09092022-fc-cree-mm.docx [48]
Groups audience:
Faculty Senate | Faculty Council

Source URL:https://www.cu.edu/faculty-council/faculty-council-committee-access-belonging-and-opportunity

Links
[1] https://www.cu.edu/faculty-council/faculty-council-committee-access-belonging-and-opportunity
[2] https://www1.ucdenver.edu/offices/equity/resolutions/make-a-report
[3] https://www.colorado.edu/dontignoreit/ [4] https://equity.uccs.edu/reporting/reporting-form
[5] https://www.cuanschutz.edu/mental-health-resources [6] https://www.colorado.edu/counseling/
[7] https://recwellness.uccs.edu/mental-health-services [8] https://www.ucdenver.edu/counseling-center
[9] https://www.asianamtoolkit.org/the-toolkit [10] https://www.coursera.org/learn/antiracism-1
[11] https://zoom.us/webinar/register/WN_LxKQkWYQSOehdepERjL3aQ
[12] https://www.historycolorado.org/story/colorado-voices/2019/04/11/rise-and-fall-denvers-chinatown
[13] https://www.historycolorado.org/amache-japanese-internment-colorado-online-exhibit
[14] https://assets.speakcdn.com/assets/2497/ncadv_colorado_fact_sheet_2020.pdf

[15] https://www.cu.edu/09092022%20FC%20CREE%20MM.docx [16] https://www.cu.edu/doc/sept-2021-minutes-creepdf [17] https://www.cu.edu/doc/minutes-creesept-2020pdf [18] https://www.cu.edu/doc/minutes-creeoct2020pdf [19] https://www.cu.edu/doc/minutes-creenov2020pdf [20] https://www.cu.edu/doc/minutes-creedec2020pdf [21] https://www.cu.edu/doc/minutes-creefeb2021pdf [22] https://www.cu.edu/doc/minutes-creemarch2021pdf [23] https://www.cu.edu/doc/minutes-creeapril2021pdf [24] https://www.cu.edu/doc/minutes-cree-may2021pdf [25] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-cree-minutes-sept-2019.pdf [26] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-cree-minutes-oct-2019.pdf [27] https://www.cu.edu/doc/minutes-creedec-2019pdf [28] https://www.cu.edu/doc/minutes-creefeb-2020pdf [29] https://www.cu.edu/doc/minutes-creeapril-2020pdf [30] https://www.cu.edu/doc/minutes-creemay-2020pdf [31] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-09072018.pdf [32] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-10052018.pdf [33] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-11022018.pdf [34] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-12072018.pdf [35] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-02012019.pdf [36] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-03012019.pdf [37] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/minutes-fc-cree-april-2019.pdf [38] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/minutes-fc-cree-may-2019.pdf [39] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-09012017.pdf [40] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-10062017.pdf [41] https://www.cu.edu/faculty-council/lgbtq-emac-sympoisum-2017 [42] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-12012017.pdf [43] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-02022018.pdf [44] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-03022018.pdf [45] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-04062018.pdf [46] https://www.cu.edu/system/files/pages/349203-faculty-council-committee-access-belonging-and-opportunity/docs/fc-emac-minutes-05042018.pdf [47] https://www.dropbox.com/home/Faculty%20Council/Faculty%20Council%20Committees/EMAC%20Committee/Minu [48] https://www.cu.edu/doc/09092022-fc-cree-mmdocx