Committee for Racial and Ethnic Equity (CREE) Meeting
October 4, 2019, 9:00-11:00 AM
CU System (Pikes Peak Conference Room at 1800 Grant Street, Denver, CO 80203) and Zoom Video Conference

MINUTES

Attending: Jorge Chavez (Co-Chair, AMC), Lindsay Roberts (Co-Chair, UCB), Adriana Alvarez (UCD), Naomi Nishi (UCD), Carlos Reali (UCD), Kafia Roland (UCB), Frank Zhang (UCCS), Darren Chavez (Academic Affairs), Rian Cheley (Faculty Council)

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

Discussion Items:

1. CU System Diversity Awards and Grants call for nominations
   1. Naomi and Lindsay will nominate Tina Moser for the President’s Diversity Award.

2. CREE plans for the year:
   1. Sub-team: Communication and Coalition-building across Faculty Council Diversity Committees (Lindsay, Jorge, others?)
      1. Lindsay - September/October - CU Connections Committee Corner article about EMAC name change to CREE, re-invite Diversity groups to connect with us
   2. Sub-team: Collaborate with Faculty Council Personnel & Benefits committee on pay equity project (Jorge, others?)
   3. Sub-team: Revise charge as one of the first things we work on next Senate year. Emphasize equity. (at least two volunteers?)
   4. Sub-team: Connect with Campus Diversity Committees to create safe spaces/ Develop database/list of diversity contacts across the campuses (need to discuss scope/purpose) (Adriana Alvarez, Kafiya Roland 1 from each campus?)
      1. Darren suggests the committee reach out to Alphonse Keasley (Boulder), Andrea Herrera (Springs), Nelia Viveiros, (Denver)
      2. Carlos has a contact at UC Denver to send to the whole faculty list
      3. Frank will ask Stephan of FMAC if there is a similar faculty list for Springs (email sent to Stephen Suh)
      4. Action item list: develop at end of year from conversations with campus-level diversity groups. For now, encourage EIE Task Force documents and actions.

3. CREE Charge and document for revisions

4. Summary of September Faculty Council meeting
   1. CU System Chief Diversity Officer job description and hiring committee
2. Pay Equity initiative RFP
3. Response to FC feedback on the Strategic Plan and Kennedy’s verbal response
   1. Follow up with Joanne about how we can elevate and get this in writing.

5. Response to our feedback on the climate survey (email from Pat O’Rourke)

6. Women’s Committee Chair, Polly McLean, suggesting we fold into one diversity committee
   1. Coalition meeting quarterly with Women’s Committee and LGBTQ+ committee?

7. Adjournment and Next Meeting: The meeting adjourned at 11 a.m. The next meeting is November 1, 2019, from 9:00 - 11:00 AM at CU System (4th Floor Pikes Peak Conference Room, 1800 Grant Street, Denver, CO 80203) and by Zoom.