Committee for Racial and Ethnic Equity (CREE) Meeting  
September 6, 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), Cerian Gibbes (Secretary, UCCS), Debbie Carter (AMC), Adriana Alvarez (UCD), Naomi Nishi (UCD), Kafia Roland (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Darren Chavez (Academic Affairs), Rian Cheley (Faculty Council)  

1. Introductions / Teambuilding  

2. CREE Charge  
   a. Assessing the cultural climate of the university as it pertains to opportunities for ethnic minority faculty for academic advancement, productivity and appropriate compensation;  
   b. Making recommendations for creating an academic environment that fosters the academic success of both ethnic minority faculty and ethnic minority students;  
   c. Working to assure fairness in the recruitment and retention of ethnic minority faculty and students;  
   d. Developing support networks and recommending policy to address the needs of ethnic minority faculty and students.  

3. Available funds: $3,182 (carries forward year-to-year)  

4. Summary of first Faculty Council meeting  
   a. Strategic Planning pillars and questions:  
      i. Affordably Educate  
      ii. Discovery & Impact  
      iii. Fiscal Sustainability  
   b. Climate Survey questions  
      i. Action: Lindsay / Jorge will email these recommendations to Pat O’Rourke  
         • State in the intro that anonymous nature of the survey and that identities of individuals will not be disclosed.  
         • Add LatinX to ethnicity  
         • Re-include primary language  
   b. CREE Memo to Faculty Council, Tina Moser letter to Faculty Council  

5. CREE plans for the year:  
   a. Sub-team: Communication (Lindsay, Jorge, others?)  
      i. September - Committee Corner article about EMAC name change to CREE, re-invite Diversity groups to connect with us  
   b. Sub-team: Collaborate with Faculty Council Personnel & Benefits committee on pay equity project (Jorge, others?)  
   c. Sub-team: Revise charge as one of the first things we work on next Senate year. Emphasize equity. (at least two volunteers?)  
   d. Sub-team: Develop database/list of diversity contacts across the campuses (need to discuss scope/purpose) (1 from each campus?)
e. 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) (1 from each campus?) Adriana, Kafia
f. Propose another initiative or sub-team?
g. Action item list: develop at end of year from conversations with campus-level
   diversity groups. For now, encourage EIE Task Force documents and actions

6. Speaker Michelle Moses, Boulder Vice Provost and Associate Vice Chancellor of
   Faculty Affairs

7. Report from Joanne Addison, Chair of Faculty Council
   a. Brenda J. Allen and Faculty Council consultation
      i. Perhaps we turn over one meeting from each committee this year
      ii. Look at broader fc schedule meetings to see how much time
      iii. FC retreat in the spring - engage more people – if Brenda engages with
           committees this fall
      iv. Does CREE have other ideas to engage with FC members while keeping in
          mind how stretched people are?
          • Committees for pre-work -- Slack? TAM https://slack.com/
          • Establish community norms and ground rules for FC meeting
            attendees

8. Adjournment and Next Meeting: The meeting adjourned at 11 a.m. The next meeting is
   October 4, 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.