

Committee for Racial and Ethnic Equity (CREE) Meeting
Friday, May 3, 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: Tina Moser (Co-Chair, AMC), Lindsay Roberts (Co-Chair, UCB), Debbie Carter (Secretary, AMC), Adriana Alvarez (UCD), Jorge Chavez (UCD), Naomi Nishi (UCD), Carlos Reali (UCD), Damien Doyle (UCB), Millie Gort (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Mark Knowles (CURFA), Darren Chavez (Academic Affairs), Rian Cheley (Faculty Council)

1. **Approval of Last Meeting Minutes:** April 5, 2019 (APPROVED)
2. **Welcome and Housekeeping Business/Old Business**
3. **CREE name approved by Faculty Council**
 - a. The Committee will adopt the Spanish pronunciation, which means “believe”
4. **Recognizing Tina for her service; thanks to Rian for supporting us this year.**
5. **April elections affirmed the 2019-2020 Co-Chair, and Secretary positions**
 - a. Jorge Chavez and Lindsay Roberts to co-chair 2019-2020
 - b. Cerian Gibbes, Secretary 2019-2020
6. **Which members will be continuing for 2019-2020?**
 - a. Anschutz - Tina, rolling off; Deb continuing?, 2-3 SLOTS to fill, depending
 - b. Denver - Naomi, Adriana, Jorge, Carlos - FULL
 - c. Boulder - Damian rolling off, Lindsay continuing, Millie continuing, Mark (CURFA) may be continuing - 1 SLOT
 - d. Springs - Frank continuing, Kathy continuing, Cerian continuing – FULL
7. **TroyAnn Gentile and Ed Cannon will be next LGBTQ+ co-chairs, they are interested in bringing the Joint Symposium back and working with CREE**
8. **CU Presidential Search debrief**
 - a. Memo from CREE? *Suggestion from Joanne Addison*, Faculty Council Chair: “I don’t know if you want to bring this up at your meeting but I’ll throw it out there for your consideration. Members of CREE should be fully involved in any diversity and inclusion efforts on Kennedy’s part. You might want to write a brief memo saying this and explaining why (as nicely as you can, which it hard, I know). Then, Rian can send it directly to Pat and Kathy.”
 - b. Darren suggests including Mike Lightner on the list of those receiving the memo, too
 - c. **Action:** Tina and Lindsay will draft a memo and share with CREE members to contribute
 - i. (can use Chancellor and Dean messages as models)
 - ii. Use word **partnership**
 - iii. “We expect to be included in these discussions,” promises he made during his candidacy, where Kennedy acknowledges where he falls short, he said he wanted to develop teams to help inform him
 - iv. **Robust involvement, meaningful engagement**
 - v. Trust needs to be earned, takes time, working with CREE takes steps toward building trust, as the search process showed, we don’t have trust in Kennedy now

- vi. Attach EIE's recommendations to the memo, these are specific recommendations we have created and the committee endorses these

9. Outcome of [Committee Corner article](#) - diversity partners across campus

- a. 1 response so far, [Clara Smith of CU Boulder with Departmental Action Teams \(DAT\)](#): "We use a set of six principles to guide DATs, including making equity and inclusion a beacon of the work, as well as students as partners. I see our work as aligning with some of the issues and concerns of ethnic minority faculty that the EMAC committee considers: DATs have worked on climate issues, take into consideration students' sense of belonging on campus and in a campus community, social justice and social change, supporting students outside of their academic work by providing opportunities to engage with the campus community and fairness when recruiting a diverse membership for each of the DATs."
- b. Darren suggests reaching out to the Provosts to see if they have groups or individuals interested
- c. **Action:** Lindsay reach out to Clara, thank her for completing our form
- d. **Action: All** - send Committee Corner link out again to Faculty of Color groups

10. Memo to Faculty Council

- a. Experience during the Presidential Search. Lack of Faculty of Color on Faculty Council. Emphasize accountability of Faculty Assemblies in connecting diversity groups on campus with CREE. Faculty of Color already overtaxed and spread thin, not their responsibility to educate and hold accountable these faculty governance groups. DEI not something that people of color should bear as their sole responsibility. A need for everyone to understand our shared history, as a nation and as an institution. EIE Task Force tried to take an educational approach, defining terms, etc and were slapped down. Avoiding discomfort and the unknown → backlash.
 - i. Ask Joanne to work with us to facilitate change in Faculty Council culture, beginning in the next Senate year, recommend hiring Dr. Allen as a consultant, working on a retreat
 - ii. Thank you to Joanne for her work keeping us informed on the Presidential Search, advocating for a CDO on the search, advocating for faculty voice, asking tough questions during the Faculty Senate meeting with candidate Kennedy

11. Project ideas for 2019-2020

- a. **Jorge: What initiatives can we participate in that give faculty of color voice at the System and campus Assembly levels?**
- b. Revise charge as one of first things we work on next Senate year. Emphasize equity.
- c. Possibilities:
 - i. Continue Faculty of Color Appreciation Lunches at AMC, Denver, UCCS?
 - ii. Brainstorm speakers for next senate year
 - iii. Develop database/list of diversity contacts across the campuses
 - iv. Campus Connections article for next senate year
 - v. Collaborate with LGBTQ+ on Joint Symposium
 - vi. Historically EMAC hosted an event with Estela Bensimon 6 years ago focused on urban education
 - 8 What if CREE hosted a focused event/conference for FoC
 - vii. Collaborate with Faculty Council Personnel & Benefits committee on pay equity project
 - viii. Should CREE engage in more intentional fundraising to support faculty groups? UCD Center for Faculty Support would already do this. And Office of Diversity & Inclusion would support, too.

12. Unpack our visit with Dominic Martinez

- a. How can we support faculty mentoring of students of color and bridge/pre-collegiate programs?
- b. Brainstorming: common issues Faculty of Color experience across our campuses. We can use this list to consider priorities for the next year.
- c. Focus on wellness to combat burnout and self-care for Faculty of Color (and staff and students of color, as well). Emotional labor, frustration, exhaustion.
- d. FCQs
- e. Salary inequities
- f. Combatting disrespectful/microaggressive/inequitable treatment of Faculty of Color by fellow faculty members - working to eradicate bias, educate fellow educators, creating diversity training video?, education around deficit discourse
- g. Including addressing these issues as part of faculty governance, changing climate
 - i. Isolation
 - ii. Concerns about Tenure & Promotion
 - iii. Lack of transparency
- h. Voices of adjunct faculty (service time allotted - ability to serve on committees like this, among salary, and other issues)
- i. Better connection to grassroots and formal campus committees related to diversity so that voices and concerns are carried through to Faculty Council
- j. EMAC/CREE members work to create a database/list of campus diversity groups and structures. Could create an email listserv for folks who reply to CU Connections article
- k. Course enrollment - how many students enroll in courses taught by faculty of color and international faculty? How likely are classes to be cancelled based on low enrollment?
- l. Supports: Writing group with other faculty of color, also a space to address issues/challenges faced. Group watching a monthly webinar from NCFED membership (Boulder has an institutional membership) - <https://www.facultydiversity.org/>. How can CREE offer space, even if we don't need to plan elaborate events? And allow faculty of color to use the space the way they want. Informal, less structured spaces feel important and valuable.
- m. How can CREE support include non-tenure track faculty?
 - i. Review our [charge](#), consider: what opportunities does EMAC have to be impactful and do meaningful work across the campuses and at the System level?

13. Campus Updates (no verbal update)

14. Faculty Council Updates

- a. Regent Subcommittee/Task Forces looking at 'Diversity of Thought' and 'Faculty Diversity' are Irene Griego, John Carson, and Sue Sharkey, no community members, which was confusing when we first learned about it. Joanne and Mike Lightner will participate in conversations.

15. EIE Task Force update - Naomi Nishi

16. **Action: Lindsay & Tina:** Submit CREE Annual Report to Joanne and Rian

17. **Action: Lindsay** rename our Google Drive

18. **Adjournment and Next Meeting:** The meeting adjourned at 11 a.m. The next meeting is September 6, 2019, from 9:00 - 11:00 AM at CU System (4th Floor Pikes Peak Conference Room, 1800 Grant Street, Denver, CO 80203).