Faculty Council Ethnic & Minority Affairs Committee (EMAC) Meeting  
Friday, December 7, 2018, 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), Jorge Chavez (UCD), Carlos Realii (UCD), Adriana Alvarez (UCD), Naomi Nishi (UCD), Damien Doyle (UCB), Mileidis Gort (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Mark Knowles (CURFA), Darren Chavez (Academic Affairs), Rian Cheley (Faculty Council)

Approval of Last Meeting Minutes: November 2, 2018 (APPROVED–Frank Zhang added to attendees list); October 5, 2018 (APPROVED–ONE ABSENTION)

Discussion Items:

1. Welcome and Housekeeping Business/Old Business - Tina
   a) New members from Denver: Jorge Chavez, Adriana Alvarez, Carlos Realii
   b) Voting members from Denver campus:
      i) Naomi has the one staff vote
      ii) 3 new members from Denver will each have a vote

2. UPDATE: Committee Corner article update for CU Connections - Tina

3. DISCUSSION: Potential partnership with the CU Denver | Anschutz Staff Council Inclusive Excellence Subcommittee: Naomi and Tina have connected with the subcommittee chair, Karissa Stolen, and they will keep EMAC updated as opportunities arise.

4. UPDATE: Meeting with Joanne Addison, Faculty Council Chair -Tina/Lindsey: Tina and Lindsay met with Joanne on November 29 to discuss how EMAC and Faculty Council can better work together and how EMAC can have meaningful action.

5. DISCUSSION: Should EMAC change committee name to say “race”? 
   a) Top Names:
      i) Faculty Council Committee on Race and Ethnicity (FCCRE) (3 selections)
      ii) Faculty Committee on Race and Equity (FCRE) (2 selections)
      iii) Faculty Committee on Racial and Ethnic Equity (FCREE)
      iv) Racial and Ethnic Equity Committee (REEC) (1 selection, awkward acronym)
      v) Racial Affairs Committee (RAC) (1 selection)
   b) OUTCOME: Lindsey sent out an email poll and the above list is the results of that poll. If we pick a name this spring, then we can decide whether to present to Faculty Council before the end of the academic year.

6. UPDATE: Additional guests invited to future EMAC meetings - Tina/Lindsey
   a) Dominique Martinez, works with Dr. Allen on the Denver campus, works on diversity programs at AMC
b) Michelle Moses, Boulder’s Associate Vice Provost for Faculty Affairs

c) Co-chair Stephen Suh (WEST) / or Chair Carlos Duarte (Kraemer Family Library) of Faculty Minority Affairs Committee at UCCS

7. **UPDATE: Planned AY 2018-2019 Meeting Guests - Tina/Lindsey**

   a) January 2019 (don’t traditionally meet in January)
   b) February 2019: Dr. Brenda J. Allen, 10am
   c) March 2019: TBD
   d) April 2019: TBD
   e) May 2019: TBD

8. **UPDATE: Faculty Council Inclusive Excellence Task Force - Naomi:** Naomi is working with Dr. Brenda Allen exemplars for some of the recommendations. Naomi also met with co-chairs of the Faculty Council LGBTQ+ committee and Scarlet Bown on the optional demographic proposal for employees. That item has shifted from the taskforce to the LGBTQ+ committee, but it will remain on the taskforce’s list of recommendations. The newly revised short recommendations and previous long version (from May) are in the EMAC Google drive.

9. **DISCUSSION: University-wide Social Climate Survey to be sent out in 2019 - Patrick O’Rourke, VP, University Counsel, and Secretary to the Board of Regents**

   a) VP O’Rourke’s questions to EMAC about social climate survey
      i) Access to data for analysis and research?
      ii) Survey length?
      iii) How to focus it in a way to improve completion?
         0. Improve framework to address culture-as-a-whole
         1. Improve framework to compare with peer institutional surveys

   b) Sample diversity engagement survey: [https://www.umassmed.edu/dio/blog/blog-posts/2017/03/2017-diversity-engagement-survey/](https://www.umassmed.edu/dio/blog/blog-posts/2017/03/2017-diversity-engagement-survey/)

   c) What things should Pat consider when planning the survey?
      i) Update language for gender identification to include non-binary
      ii) Update language for sexual orientation to be accurate
      iii) Response rate with historically marginalized groups
      iv) Can we coordinate with the campuses? (Boulder has a survey slated for Feb. 2019)

10. **UPDATE: Faculty Council Retreat and Report - Lindsey/Tina** (Lindsay’s notes)

11. **UPDATE: Campus Reports** (TABLED)

**Adjournment:** 11:00 AM (APPROVED)

**Next Meeting:** February 1, 2019, from 9:00 - 11:00 AM at CU System (4th Floor Pikes Peak Conference Room, 1800 Grant Street, Denver, CO 80203).