

**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, Kaifa 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 (4<sup>th</sup> Floor Pikes Peak Conference Room, 1800 Grant Street, Denver, CO 80203) and by Zoom.