

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