

Ethnic & Minority Affairs Committee Meeting
Friday, March 2, 2018, 9:00-11:00 a.m.
Denver Conference Room, 1800 Grant Street, Denver, CO 80203

MINUTES

Attending: Tina Moser, Lindsay Roberts, Debbie Carter, Damian Doyle, Cerian Gibbes, Ronald Ramirez, Roberto Montoya, Naomi Nishi, Bryan Wee, Frank Zhang, Darren Chavez, Ravinder Singh, Rian Cheley; **Others Attending:** Regent Irene Griego

Approval of Minutes: Minutes from February 2, 2018, were approved with one addition and one correction. Darren Chavez was added to the list of meeting attendees and the final bullet item under the Discussion with Kathy Nesbitt was revised to include the required faculty governance approval.

Membership, Tina Moser

Elections for 2018-19 committee officers will be held during the April meeting. Nominations should be sent to Tina Moser for chair, vice chair, and secretary. Debbie Carter will administer the election. Members should review the Faculty Senate Constitution, Article III, and Bylaws, Section III, for the chair's roles and responsibilities. Incoming chairs should receive onboarding from the outgoing chair to understand logistics, operations, bylaws, etc. Chairing the committee comes with a \$5,000 stipend. Tina Moser will be on the committee for 2018-19 as a committee representative. The committee wants to look into housing minutes and agendas in one location.

Faculty Council Inclusive Excellence Taskforce Update, Naomi Nishi

Naomi Nishi attended the March meeting of the Faculty Council Executive Committee to deliver an update on the taskforce. The taskforce will be defining inclusive excellence for CU and will put forth a recommendation to the Faculty Council for vote. They will also take items from the EMAC white paper and pull things to present to the Faculty Council and then the Board of Regents. The timeline is still pending.

Denver Campus Update

Naomi Nishi reported that RACE is not holding a conference this year. They are revisiting their approach and are looking to hold a conference in 2019. EMAC can assist RACE in whatever ways are appropriate.

Brenda Allen is heading a diversity and inclusion working group on the Denver campus.

Bryan Wee reported that Project Voice is hosting a digital storytelling workshop on April 7 at 9 a.m. at the Project Voice Headquarters in RINO. The event will emphasize the power of digital storytelling.

Anschutz Campus Update

Tina Moser and Debbie Carter reported that progress on a united calendar of diversity events at Anschutz is still ongoing. The diversity committee is under a different structure now – they're doing mostly lunch and learn sessions.

See attached Debbie Carter's report: *AMC Report_EMAC 03022018_Debbie Carter.pdf*

Boulder Campus Update

Lindsay Roberts reported that the Boulder Diversity Summit took place February 13 and was well attended. UndocuAlly trainings held for faculty and staff on campus to understand the needs and support for undocumented and DACA students and staff. A donation fund for undocumented students is available that employees can donate to. The Norlin Library hosted their first campus Living Library on Thursday, March 1, with 12 "Living Books" who shared diverse life experiences with small groups of "Readers." It was well attended and seemed meaningful for folks! (<https://www.colorado.edu/today/2018/02/27/norlin-library-hosting-its-first-living-library-march-1>). Lindsay is starting a 3-site qualitative research project interviewing first-generation college students about their academic library experiences with colleagues at Boulder, CSU and UNC. Lindsay and colleagues are continuing programming for transfer students on campus to contribute to student support.

Damian Doyle reported on the one-day symposium on inclusive excellence. There is move towards “being inclusive to be excellent.” Robert Boswell is constructing a decentralized approach to address issues and to make a cultural shift for the campus. From a practical end, the campus is holding workshops for faculty on inclusive pedagogy

Colorado Springs Campus Update

Cerian Gibbes reported that the 2018 Diversity and Inclusion Summit is on April 3. Academic freedom and freedom of expression will be of focus. Information: <http://www.cvent.com/events/2018-diversity-inclusion-summit/agenda-a17a8ecf863e423292d7be0b80565a5d.aspx>

Frank Zhang reported that Harriet Napierkowski is taking over from Peg Bacon as Faculty Relations Manager. The Faculty Relations Manager serves as a neutral, independent, informal, and private conflict management resource for UCCS faculty.

2018 CU President's Diversity Awards Reception, Darren Chavez

A reception will be held on April 20 at 2 p.m. at the CU Office of the President (1800 Grant Street, Denver, CO 80203). Darren will email event details to the committee.

Program Ideas to Replace the Symposium

Debbie Carter’s idea for a joint symposium on intersectionality needs to be revisited for further discussion. Also requiring further discussion is the suggestion to host an event similar to RACE.

Discussion with Regent Irene Griego

Regent Griego personally feels that we need to continue the progress of talking with one another to better understand the needs and objections surrounding the vice president for diversity possibility.

From Regent Griego’s perspective, diversity is representing all people and we should have a system that represents that idea. It’s going to take in depth conversations to continue development and to create a comprehensive plan. She is strong supporter of equity.

Regent Griego would like to know more about what our teachers are doing for inclusive pedagogy. She suggested that EMAC should meet with the vice chancellors for diversity to discuss campus initiatives. She would event attend the meeting.

Debrief on the Discussion with Regent Griego

Who is holding the umbrella?

What about international faculty and students?

Should EMAC expand its focus to include the concerns of international faculty?

Should we define our values as a starting point?

Adjournment

There being no other business, the meeting was adjourned at 11 a.m. The next committee meeting will be held on April 6, 2018, in the Denver Conference Room, 1800 Grant Street, Denver, CO 80203.

AMC 03/02/18- EMAC report (Debbie Carter)

<p>School of Medicine – efforts to increase diverse workforce</p>	<p>The School’s Office of Diversity and Inclusion, the Office of Graduate Medical Education and Denver Health last Thursday sponsored a reception for residency applicants from diverse backgrounds who returned to Colorado this week for a second look at our training programs. One hundred fifteen guests, including program directors, department chairs, faculty, and current residents welcomed the returning applicants at a reception at the Hyatt Regency Aurora-Denver Conference Center. Among the speakers was Elbra Wedgeworth, chief government and community relations officer for Denver Health, who has been a valuable partner in this event since its inception seven years ago. Featured faculty represented our academic community and partners including the National Association of Health Service Executives, UCOLORES, and the Mile High Medical Society. After their evening reception, applicants joined their specialty programs of choice for individualized schedules on Friday, giving diverse applicants a chance to revisit and hopefully solidify their interest in training in our programs. Thanks to these departments, divisions and programs for participating: Emergency Medicine, Pediatrics, Internal Medicine, General Surgery, Ophthalmology, Medical Genetics, Med-Peds, Obstetrics and Gynecology, and Physical Medicine and Rehabilitation.</p>
<p>Childrens Hospital, UC Health</p>	<p>Both have integrated transgender clinics</p>
<p>School of Public Health. SOM, SON</p>	<p>All have clinical series for health professionals, covering care of underrepresented groups</p>
<p>FOR ALL – Community Book Reads To broaden the understanding of an aspect of diversity/difference</p>	<ol style="list-style-type: none"> 1. AMC book read: One Book One Campus 2. The CU Center for Interprofessional Practice and Education in partnership with health professions programs and many campus entities has launched ‘One Book One Campus’ at AMC. We have selected An Unquiet Mind: A Memoir of Moods and Madness by Kay Redfield Jamison. 3. Childrens Hospital Colorado – book read open to all sponsored by the behavioral health division as a follow up on the Pediatric Conference – on Transgender

	<p>Health, advocacy in child serving systems in 2017-</p> <ol style="list-style-type: none"> 4. Becoming Nicole: The Transformation of an American Family by Amy Ellis Nutt extended read thru 03/2018 5. UCOLORES BOOKCLUB – Blind Spot <i>Hidden Biases of Good People Mahzarin R. Banaji and Anthony G. Greenwald</i>, held 02/26/18 open to all medical professionals and staff associated with medical student/resident & fellows
AMC-Office of Inclusion and Outreach (OIO)	<p>Hosts its own and advertises, co-sponsors with the schools, recruitment projects and educational and advocacy events, with the schools. In add each school has subgroups and diversity efforts,(the schools on AMC include the College of Nursing, School of Medicine(MDs, PA's & PT's), School of Dental Medicine, Graduate School, Colorado School of Public Health, Skaggs School of Pharmacy and Pharmaceutical Sciences) Unmet OIO goals - trying to put in a unified calendar, AMC EMAC has disbanded with many smaller efforts – Diversity/Inclusion lunch and learn series, Staff/Employee diversity events, UColores- medical student/residents/fellow/faculty, SACNAS (Society for the Advancement of Chicanos/Hispanics and Native Americans in Science)is hosted by the office.</p>
UCHealth	<p>Office of Employee Health, Wellbeing and Diversity –sponsors subcommittees with offerings for faculty and staff focused on clinical care diversity and inclusion</p>
Childrens Hospital	<p>Faculty and staff committees have year round projects and meetings. The three committees: Dept. of Pediatrics,(Diversity in Pediatrics Committee);Division of Child Psychiatry,(Diversity Committee),and all staff/faculty have a voice through the separate their diversity and inclusion committees.</p>