

**Ethnic & Minority Affairs Committee Meeting**  
**Friday, April 6, 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, Naomi Nishi, Frank Zhang, Rian Cheley

**Approval of Minutes:** Minutes from March 2, 2018, were approved as presented.

**2018-19 EMAC Elections**

Tina Moser and Lindsay Roberts will serve as co-chairs to the committee and Debbie Carter will serve as secretary to the committee.

**Discussion with Jeff Cox, Vice Provost and Associate Vice Chancellor for Faculty Affairs at CU Boulder (Boulder Diversity Efforts)**

Discussion is tabled for a future meeting.

**Further Exploration of a Faculty of Color Event Series for 2018-19**

Initial thought is to host a traveling event that visits the four campuses and to partner with the Chief Diversity Officers on each campus. EMAC members will meet with their respective CDOs to discuss the event series and any potential partnership opportunities. Members will report back to EMAC during the May meeting.

The series could be facilitated dialogues or interactive activities on topics such as missed opportunities for recruitment and retention. The goal is to raise awareness of the issues impacting faculty of color at CU. Members agree that international faculty of color should also be a part of EMAC's focus.

There should be a survey instrument as we have a lot of focus group information, but we do not seem to have anything specifically related to faculty. EMAC could then write reports based on findings. Confidentiality throughout the process will be important due to the sensitive topic. Available scholarship on faculty of color in higher education could be used as support for the post-event write-ups.

**Faculty Council Taskforce for Inclusive Excellence Update, Naomi Nishi**

They are drafting a paper on equity and inclusive excellence recommendations to present to the Faculty Council Executive Committee on April 26. Naomi wants to present to all Faculty Council, and since council meetings are open to CU, the taskforce should present together for a stronger presence. The most important thing that the taskforce can do is to educate on equity and how to create equity for oppressed and marginalized groups.

**EMAC Housekeeping Stuff (Zoom and Google Doc folder)**

Discussion is tabled to the May meeting.

**Denver Campus Update, Naomi Nishi**

There are ongoing budget remodeling discussions between campus stakeholder groups. Denver is moving from an incremental budget to an incentivized budget.

**Anschutz Campus Update, Debbie Carter**

School of Medicine Grand Rounds have several diversity topics focused on impacts of being a minority medical provider.

The Anschutz campus is hosting an upcoming event on immigration updates for DACA students.

**Boulder Campus Update, Damian Doyle**

There is conversation that the Arts and Sciences division is not hiring for 2018-19.

**Colorado Springs Campus Update, Frank Zhang and Cerian Gibbes**

UCCS College of Letters, Arts and Sciences dean, Alex Ilyasova, joined a group of deans who went to Washington D.C. to advocate for increased funding for the Humanities. Congress has released a spending deal that includes increases for NEH (\$3 million for remainder of FY 2018), the Institute of Museum and Library Services and the Woodrow Wilson Center, and level funding for the Department of Education (international education programs) and the National Historical Publications and Records Commission.

The UCCS campus will host an upcoming environmental justice forum.

**Adjournment**

The meeting adjourned early at 10:30 a.m. The next committee meeting will be held on May 4, 2018, in the Denver Conference Room at 1800 Grant Street, Denver, CO 80203.