

**Ethnic & Minority Affairs Committee (EMAC) Meeting  
Friday, November 2, 2018**

**9:00-11:00 AM**

**CU System (Pikes Peak Conference Room at 1800 Grant Street, Denver, CO 80203)  
and**

**Zoom Video Conference**

**MINUTES  
(UPDATED)**

**Attending:** Tina Moser (Co-Chair, AMC), Lindsay Roberts (Co-Chair, UCB), Debbie Carter (Secretary, AMC), Adriana Alvarez (UCD), Carlos Reali (UCD), Naomi Nishi (UCD), Damien Doyle (UCB), Mileidis Gort (UCB), Mark Knowles (CURFA), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Darren Chavez (OAA), Joanne Addison (Chair, Faculty Council), Rian Cheley (Faculty Council)

**Approval of Last Meeting Minutes:** Approval of minutes from October 5, 2018, was tabled to the December meeting.

**Items Discussed**

**1. Welcome and Housekeeping Business and Old Business**

**a. New members from Denver:** Carlos Reali, Adriana Alvarez

**2. Updates on EMAC's Faculty Council Committee Corner:** EMAC is to be featured in December. The article is due to the Communications Committee at the end of November. Tina will inquire with them about moving to different month. The article will talk about what EMAC does through the lens of faculty engagement including the committee's charge/scope and our 3 major projects for AY 2018-19 (Faculty of Color Lunch Series, Continuing conversations with CDOs and campus leaders, Connecting with Campus Assembly diversity committees). Tina is going to see how we can incorporate photos.

**3. Discussion on EMAC's budget:** Current balance is \$4,055

**a. ACTION:** Support for System-wide Diversity Summit (APPROVED)  
**i.** EMAC will donate \$600 towards transportation costs.

**4. Faculty of Color Lunch Series at Boulder, October 5:** Lindsey invited everyone to join in the Norlin Library Center for British and Irish Studies from 12pm-2pm if you're available.

**5. Discussion on additional campus and system leaders invitations**

**a.** Patrick O'Rourke (Vice President, University Counsel and Secretary to the Board of Regents) is attending February 2019 meeting to discuss the Climate Survey. We'll look to invite FCWC and LGBTQ members to attend, as well.

- b. Michelle Martinez (Director of Strategic Initiatives, Employee Services) to discuss benefits and faculty retention.
  - c. Faculty Council Budget committee to work with them on salary variation issues related faculty of color.
  - d. Michelle Moses from CU Denver
  - e. UCCS Faculty Assembly Committee for diversity
- 6. Update on the Inclusive Excellence Task Force:** Naomi is talking with LGBTQ+ co-chairs on the optional demographic item. We are still waiting on exemplars from Brenda Allen. We need to put forth things that are actionable.
- 7. Continue Discussion on EMAC name:** Should EMAC [change committee name](#) to say “race”?
- 8. Report on the Faculty Council Retreat on October 26:** [Lindsay's notes](#)
- 9. Campus Reports**
- a. **UCCS:** WEST program is trying to find a solution by the end of November. The English department will split into English and technical writing.
  - b. **Boulder:** Lindsay share an [update from meeting with Andrea Feldman](#). The next BFA Diversity Committee meeting is November 28 in Regent 302 from 12-1pm

**Adjournment:** The meeting adjourned at 10:53 a.m.

**Next Meeting:** December 7, 2018, from 9 -11 a.m. at CU System (4<sup>th</sup> Floor Pikes Peak Conference Room, 1800 Grant Street, Denver, CO 80203).