



**Faculty Council Ethnic & Minority Affairs Committee (EMAC) Meeting  
Friday, April 5, 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:** Tina Moser (Co-Chair, AMC), Lindsay Roberts (Co-Chair, UCB), Debbie Carter (Secretary, AMC), Jorge Chavez (UCD), Carlos Reali (UCD), Damien Doyle (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Mark Knowles (CURFA), Darren Chavez (Academic Affairs), Rian Cheley (Faculty Council)

**Approval of Last Meeting Minutes:** March 1, 2019 (APPROVED)

**Discussion Items:**

1. Guest, Dominic Martinez, Senior Director, Office of Inclusion and Outreach, University of Colorado Anschutz Medical Campus

**How can EMAC or our counterparts on Denver campus be involved in the search for a new CDO?**

- Dr. Brenda J. Allen will retire from CU System at end of April but will be engaged in consulting work around the state, inclusive leadership work at CU Boulder
- Chancellors deciding next steps to fill CDO position, want to move forward with Dr. Allen's visions: strategic, systemic, sustainable. In discussion whether there will be one CDO for UCD/Anschutz or one for each campus.
- Dr. Allen worked very closely with President Benson, VP Lightner, and CDOs on other campuses. This was crucial work to gain support.
- Having an EMAC member on the search committee would be beneficial

**Notes on the work Dominic's office is involved in:**

- Office of Inclusion and Outreach representatives sit on all Admissions committees at Anschutz. Considering cultural and social capital for students entering STEM: seamless pipeline framework that could apply to both campuses. Work closely with pre-collegiate partners on Boulder and Springs campuses to share common definitions, how student progress is tracked, what programs exist on all the campuses that serve as pipelines for diverse students.
- Pre-collegiate programs - trying to ensure students have mentors/advisors right away. Sometimes faculty mentor, sometimes peer mentors, sometimes multiple mentors in conjunction. All campuses have about 3,000 total pre-collegiate students, who may be 8th to 12th grade. Some programs are pipelines, some are more about college experiences. Anschutz has a specific 9-year program from 9th grade through end of undergrad, encompassing Admissions and internships. This is the #1 way of diversifying the professional schools since they focus on Colorado students. Some programs feature current CU students visiting elementary and middle schools to do workshops on suturing or other hands-on STEM topics. All

collegiate programs across the CU campuses meet once a month to plan and collaborate. UCD partnering with Boulder to house students for two weeks, then bussed to CU Denver and Anschutz for classes and workshops.

- Funding for pre-collegiate students at UCD: \$1800 a semester through Dr. Allen's work with Chancellors available for DACA/ASSET students, in conjunction with work-study opportunities, also Student Relief Funds available for undocumented students - 15 -25 scholarships a year, have helped students renew their DACA status. Looking at pathways for undocumented students to join Anschutz's professional schools. UCD has a specific office for undocumented students, though it is under-resourced. There needs to be a more collaborative and holistic approach to resources and services to better meet undocumented students' needs (counseling, financial aid, etc). UC Berkeley is a great model for this. Metro has recruitment, scholarships, and mentoring specifically for undocumented students. Another way to reduce students' college costs is to offer them free college credit during their high school years here in Colorado through AP and concurrent enrollment, even adding a 5th year extension for high school to earn more college credit, also community college transitions. If students work during the summer, can that work be beneficial to their career and educational goals, like working at Ball Aerospace instead of retail or feed service. [CU Succeed](#) at UCD , CU LEAD Alliance at Boulder, Colorado Springs Pre-collegiate, now have pre-collegiate programs in Roaring Forks area, Fort Morgan, and Durango. UCD's pre-collegiate programs hire many CU Boulder SASC students to be team leaders during the summer.
- Becoming a Hispanic-Serving Institution? Long process, need to have at least 25% Latinx students with projected increases, need full-time staff and support systems within the institution - cultural, academic resources. HSI-designation opens the door for partnerships and scholarships. Metro just became an HSI, Adams State, CCD.

## **2. How we can work together for the Denver campus System-wide Diversity Summit in 2020?**

- Dr. Allen is leaving an outline and some ideas, is considering who will be part of the planning committee, suggesting that EMAC give input into who could be on the planning committee, what feedback do we have from past summits. Dr. Allen believes in using the expertise within the institution rather than expensive keynotes. Faculty presenting, access to data around undocumented and queer populations, sensitive, but also needed to advocate and provide services.

## **3. Elections to select the 2019-2020 Chair, Vice (or Co) Chair, and Secretary positions**

- Jorge Chavez and Lindsay Roberts to co-chair 2019-2020 (APPROVED)
- Cerian Gibbes, Secretary 2019-2020 (TENTATIVE)

## **4. Brainstorming: common issues Faculty of Color experience across our campuses**

- We can use this list to consider priorities for the next year.
- Focus on wellness to combat burnout and self-care for Faculty of Color (and staff and students of color, as well). Emotional labor, frustration, exhaustion.
- FCQs

- Salary inequities
  - Combatting disrespectful/microaggressive/inequitable treatment of Faculty of Color by fellow faculty members - working to eradicate bias, educate fellow educators, creating diversity training video?, education around deficit discourse
  - Isolation
  - Concerns about Tenure & Promotion
  - Lack of transparency
  - Voices of adjunct faculty (service time allotted - ability to serve on committees like this, among salary, and other issues)
  - Better connection to grassroots and formal campus committees related to diversity so that voices and concerns are carried through to Faculty Council
  - EMAC/FCREE members work to create a database/list of campus diversity groups and structures. Could create an email listserv for folks who reply to CU Connections article
5. **Review our [charge](#), consider:** what opportunities does EMAC have to be impactful and do meaningful work across the campuses and at the System level?
6. **Suggestion to add “Council” to the FCREE name change: “Faculty Council Committee on Racial and Ethnic Equity”**
- FCCREE! - Faculty Council Committee on Racial and Ethnic Equity (APPROVED)
7. **Campus Updates—[click for reports](#) (no verbal update)**
8. **Faculty Council Updates**
9. **Diversity Engagement Survey update - (Tina)**
10. **EIE Task Force update - Naomi Nishi**
11. **AMC Faculty of Color Appreciation Luncheon update - Tina and Debbie**
12. **Items for next meeting?**
- Revisit brainstormed issues in May to help determine focus for 2019-2020
  - Revisit EMAC/FCREE charge

**ADJOURNMENT:** 11:00 AM (APPROVED)

**NEXT MEETING:** May 3, 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).