

**Faculty Council Ethnic & Minority Affairs Committee (EMAC) Meeting  
Friday, February 1, 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), Naomi Nishi (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:** December 7, 2018 (TABLED)

**Discussion Items:**

**1. UPDATE: Campus Reports**

- a) **Anschutz - Tina/Deb:** Planning for the Faculty of Color luncheon is underway, including venue, food and invite list. Deb also reported on events at AMC, including Toast to Diversity.
- b) **UCCS - Kathy:** Report to be shared electronically in collaboration with UCCS members.
- c) **Denver - Carlos/Naomi/Jorge:** The campus' faculty diversity committee is exploring a recommendation for scholarship for undocumented students (Carlos). The Staff Council Inclusive Excellence group is progressing (Naomi). The School of Education is working on issues of diversity, including rank and social position (Jorge).
- d) **Boulder - Damien/Lindsay:** The annual system diversity summit was hosted at the Boulder campus late last semester. The campus continues working on their academic and financial initiatives.

**(1) ACTION: Tina and Lindsey will ask for campus reports to be shared electronically moving forward.**

**2. UPDATE: Top committee names per December vote of EMAC members**

- i) Faculty Council Committee on Race and Ethnicity (FCCRE)
- ii) Faculty Committee on Race and Equity (FCRE)
- iii) Faculty Committee on Racial and Ethnic Equity (FCREE) -- leaning towards this name

**(1) DISCUSSION: Are there any potential negative repercussions to changing EMAC's name? Both in general and to one of the ones listed above.**

**(2) DISCUSSION: What are the connections with campus diversity committees? Both in name, pipeline, representation.**

- (i) Denver: Faculty Assembly Ethnic Diversity Committee

- (ii) Boulder: Faculty Assembly Diversity Committee, Chancellor's Committee on Diversity
- (iii) AMC: Inactive
- (iv) UCCS: Faculty Assembly Minority Affairs Committee

**(3) ACTION: Lindsay/Tina will send a call for electronic vote since not everyone was present to vote at the meeting. Name change will need approval from Faculty Council once the committee has agreed to a name.**

**3. UPDATE: Additional guests invited to future EMAC meetings**

- a) Dominic Martinez, works with Dr. Allen on the Denver campus, works on diversity programs at AMC - PENDING (Tina will email)
- b) Michelle Moses, Boulder's Associate Vice Provost for Faculty Affairs - SEPTEMBER?
- c) Co-chair Chair Carlos Duarte (Kraemer Family Library) of Faculty Minority Affairs Committee at UCC - MARCH?

**4. UPDATE: Equity & Inclusive Excellence Task Force - Naomi:** Two items from the set of original recommendations will be incorporated into the latest revised version: regular climate survey and salary equity. More information is being gathered to justify the proposal for the collection of employee optional demographic data.

**5. UPDATE: Faculty Council Report - Tina and Lindsay:** Tina is meeting with the working group for the Social Climate Survey on Feb. 7. At the Jan. 24 Faculty Council meeting, Regents Irene Griego and Heidi Ganahl, co-chairs of the Presidential Search Committee will receive names of 25 candidates from the search firm, they will narrow the list to 10 for airport interviews, then 5 the Regents will interview, they will announce 1 final name to the campuses. They want to have the new President named by the end of April. They are still deciding what the campus interactions will be with each candidate. Also reported at last Faculty Council, the Regents University Affairs Committee voted to move forward with an optional civics certificate offered across all campuses. There will be a Board vote on it on Feb. 13.

**6. DISCUSSION: Campus and system-wide diversity efforts and EMAC's role - Dr. Brenda J. Allen, Vice Chancellor for Diversity and Inclusion, CU Denver | Anschutz Medical Campus:** [Lindsay's notes on the discussion](#)

**7. ANNOUNCEMENTS: Darren will share information via email on the upcoming Diversity Awards presentation in March as well as how to submit nominations for the President's Fund for Humanities, which applications are due April 1.**

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

**NEXT MEETING:** March 1, 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).