

Ethnic & Minority Affairs Committee Meeting
Friday, February 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, Ronald Ramirez, Damian Doyle, Roberto Montoya, Naomi Nishi, Bryan Wee, Rian Cheley

Approval of Minutes: Minutes from December 1, 2017, were approved as presented.

CU Connections Article - finalized edits for the EMAC piece in CU Connections.

Link to Google doc: <https://docs.google.com/document/d/1GOkwcb1fDAL5aKYBBQwSqZy9z53HRoA4WlwSDg2Yfbl/edit>

Questions for CU Regent Irene Griego - Regent Griego is set to attend the March meeting.

Link to Google doc: https://docs.google.com/document/d/18oM-ig8huIMft7CMWN8Hx0FyvEgDhIU2nPEv8ULws_k/edit

Discussion with Kathy Nesbitt, Vice President, Administration

- Kathy oversees Information Services, Employee Services, and diversity initiatives for CU System. She also is responsible for institution-wide cyber security and the CU Health Trust.
- Felicity O'Herron, Chief Human Resource Officer (CHRO) for CU System, is responsible for Payroll, Benefits, and Learning & Development. Felicity is also the lead on APS matters concerning human resources.
- EMAC can help CU System understand the diversity needs from the campuses.
- The diversity definition adopted by the Board of Regents is a framework for what diversity should be at CU.
- Salaries are done at the campus level and Felicity O'Herron can assist with connections to the campus CHROs.
- Proposed vice president for diversity position is scrapped.
- Kathy is looking to meet with chancellors and chief diversity officers to discuss campus diversity plans. She will include EMAC as part of that communication strategy.
- Climate surveys are not required and typically initiated by campus leadership. There could be a system-wide survey, but one is currently not planned.
- For assessment of institutional improvements on racial and ethnic diversity issues, working with campus CHROs to look at retention/turnover by race, and voluntary/involuntary discharges by race is the recommended approach. Turnover rate and climate surveys are best.
- If EMAC wants to put together a survey, it would need to be approved by Faculty Council before it could be considered by the administration or regents.

Program Ideas to Replace the Symposium

EMAC could host an annual event for faculty of color that is used as a think tank. It could be a travelling series where EMAC goes to each campus to host a lunch and discussion – discuss feasibility for next year at the next committee meeting.

Update on the Faculty Council Taskforce for Inclusive Excellence

- Naomi Nishi is now chair of the taskforce.
- There are concerns about the push to include political diversity. There is a false parallel that is created by the dominant groups – feeling safe and feeling comfortable are two different things.
- Actionable items will be proposed but it feels empty – defining *diversity* and *inclusive excellence* are critical, but that doesn't seem to be the charge of the taskforce. Timeline and objectives need to be revisited with Faculty Council.
- EMAC will help make a list to put forth for discussion. Ideas should include whom it impacts and how it will be measurable. EMAC will continue to participate in the taskforce; however, a separate recommendation will be prepared should the final taskforce list not address racial and ethnic diversity issues. Tina and Naomi will provide communication to EMAC and work together on the recommendations.

Adjournment

There being no other business, the meeting was adjourned at 11 a.m. The next committee meeting will be held on March 2, 2018, in the Denver Conference Room, 1800 Grant Street, Denver.