

Faculty Council Ethnic & Minority Affairs Committee (EMAC) Meeting
Friday, March 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), Millie Gort (UCB), Adriana Alvarez (UCD), Jorge Chavez (UCD), Naomi Nishi (UCD), Cerian Gibbes (UCCS), Frank Zhang (UCCS), Mark Knowles (CURFA), Darren Chavez (Academic Affairs), Rian Cheley (Faculty Council)

Approval of Last Meeting Minutes: Dec. 7, 2018, and Feb. 1, 2019 (APPROVED)

Discussion Items:

1. Campus Updates (no verbal update):

https://docs.google.com/document/d/18_U_tXOo7xfkAC7lqtwXVU8Zj0EQLPooOwqbDsk3dzE/e/dit?usp=sharing

2. Debrief our conversation with Dr. Brenda J. Allen last month: We can be better in concert with various groups on our campuses - maybe different campus reps can be the point person to different campus groups.

a) Action Plan:

- i) Tina will ask the Faculty Council Communications Committee to have a 2nd EMAC article in CU Connections asking Diversity groups to contact us.
- ii) Dr. Allen is retiring at the end of April. EMAC would like to hold a goodbye appreciation for her at Denver and Anschutz Medical Campus or off-campus after work. Naomi/Tina will look into it.
- iii) Follow-up with Dr. Allen's successor (once selected)

iv) Add to April agenda:

- (1) Explore the common issues Faculty of Color experience across our campuses
- (2) Follow up when we talk with Dominic Martinez about how we can work together for the System-wide Diversity Summit
- (3) Ask Dominic Martinez about this at our April meeting and how can EMAC or our counterparts on Denver campus be involved in the search
- (4) Review our charge, what opportunities does EMAC have to be impactful and do meaningful work across the campuses and at the System level? We can ask Mark for context about where EMAC has been.

3. Discussion with Carlos Duarte, Co-chair, UCCS Faculty Minority Affairs Committee

a) FMAC current goals:

- i) Ensuring climate surveys are relevant and useful
- ii) Diversity hiring and retention
 - (1) Diversity Champions are individuals trained by human resources who sit on search committees. They carry little weight in the search process. They are not involved in the position description, are non-voting, and mostly a figurehead.

- iii) Maintain a cohesive group (FMAC)
- iv) Participation in the Vice Chancellor's steering committee
 - (1) Identify common needs for faculty across the UCCS campus

b) Looking ahead for FMAC and EMAC:

- i) The WGST issue is in a holding pattern with a new interim dean in place right now
- ii) EMAC will share report updates with FMAC
- iii) FMAC is interested in holding meet and greet lunch in conjunction with EMAC.
- iv) Frank and Cerian are connections between FMAC and EMAC.

4. Faculty Council Updates: [Lindsay's notes](#) from the last meeting on Feb. 28, 2019.

- i) **The Regent's Diversity Taskforce - Lindsay/Tina:** The two areas of focus are diversity of faculty and diversity of thought. More information will come regarding composition of the taskforce as it becomes available. The original intent of the taskforce is to provide a detailed background to support the Board discussion of these areas at the Summer Retreat. The Regent's University Affairs Committee will constitute the task force.
- ii) **Diversity Engagement Survey - Tina:** VP Pat O'Rourke wants to use the Diversity Engagement Survey created by University of Massachusetts and he is encouraging the Board not to modify the survey. The release of the survey is not scheduled yet.
- iii) **Presidential Search - Lindsay/Tina:** This week the committee held 25 phone interviews and will be interviewing candidates two weeks from now to narrow the pool to 10. The goal to announce the new president by the end of April 2019.

5. Action: Vote for new EMAC name: Faculty Committee on Racial and Ethnic Equity "FCREE" (APPROVED)

- a) **Next steps:** Tina/Lindsay will present a resolution for vote by the Faculty Council at a meeting - March 14 or April 25.
 - i) **Draft of name-change resolution:**
<https://docs.google.com/document/d/1yYZ7KZRGKWJ3Gm56e4bsS9K4F8SPuX0GvMUsnA-So0E/edit?usp=sharing>

6. Faculty Council Equity & Inclusive Excellence Task Force - Naomi: The taskforce is reviewing the latest version right now, and then Naomi will hand it over to Joanne Addison, Faculty Council Chair, for vetting along with legal and others before it is presented to Faculty Council. Naomi will send the document to EMAC for review and feedback.

7. Anschutz Medical Campus Faculty of Color Appreciation Luncheon – Deb/Tina: They are looking to partner with existing and similar meet and greet events on the campus.

8. Announcement: Officer Elections for 2019-2020 will take place during the April meeting. Please connect with Lindsay/Tina if you are interested in serving as chair, vice chair (or co-chair), and secretary.

9. Adjournment and Next Meeting Reminder: 11:00 AM (APPROVED).

The next meeting is April 5, 2019, from 9:00 - 11:00 AM at CU System (4th Floor Pikes Peak Conference Room, 1800 Grant Street, Denver, CO 80203).