



**Committee for Racial and Ethnic Equity (CREE) Meeting**  
**May 6, 2021, 9:00-11:00 AM**  
**Zoom Video Conference**

**Attending:** Jorge Chavez (Chair, UCD), Naomi Nishi (Vice Chair, UCD), Cerian Gibbes (Secretary, UCCS), Debbie Carter (AMC), James Carter (AMC), Mileidis Gort (UCB), Linds Roberts (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Adriana Alvarez (UCD), Areione Hubbard (UCD, student), Carlos Reali (UCD), Jonelle Henning (SYS)

**Approval of Last Meeting Minutes:** April 2, 2021 (APPROVED)

**Discussion Items:**

**1. Campus Updates**

- a. AMC – The Central Office of Diversity, Equity, Inclusion and Community Engagement [website](#) is live. The School of Medicine has a specialty institution DEI committees and certificate that is systemwide. The Colorado Area Health Education Center (AHEC) has started an outreach program for youth. Anschutz staff and faculty group is planning for Juneteenth celebration. Dr. James Carter was introduced to the committee as a new AMC member for next year.
- b. UCB – The Chancellor organized a committee in rectifying historical docs to be more accurate, it is tasked to start for 3 years; campus maps and stories will be represented as well. The libraries are working to develop diversity fellowship that would be a pathway and connection with DEI action plan. The following articles from CU Boulder faculty were shared with the committee:
  - i. Professor Jennifer Ho article, The Conversation: [White supremacy is the root of all race-related violence in the US](#)
  - ii. Professor Daryl Joji Maeda article, Oxford University Press Blog: [Anti-Asian violence: the racist use of COVID-19](#)
  - iii. Professor Nishant Upadhyay article, Boulder Weekly: [On Atlanta and Boulder killings: Abolitionist visions](#)
  - iv. Professor Reiland Rabaka article, Daily Camera: [Guest Opinion: Making Black Lives Matter on the Boulder campus and in the Boulder community](#)
- c. UCCS – There have been several new hires lately from the MOSIAC, Veteran & Military Affairs, and Provost offices. College of Letters, Arts & Sciences is establishing a plan next year that every member on search committees has done a minimum training and it will not fall on one diversity member. There is hope this will be a great role model for colleges and setting the example.
- d. UCD – CU Denver Equity Taskforce presented [their full report](#) outlining their vision, future goals, roadmaps and funding. The campus has recently hired new leadership: Vice Chancellor for Diversity, Equity, & Inclusion, Antonio Farias, Provost Constancio Nakuma and Monique Snowden as the Senior Vice Chancellor for Strategic Enrollment and Student Success. Denver strategic plan and taskforces put forward funding of \$80,000 towards faculty education on EDI, many held concerns this does not provide enough support especially for IRC faculty.

**2. CU Denver Faculty Assembly Ethnic Diversity Committee Chair Tom Beck**

- a. Many groups are addressing several DEI initiatives, members and Chair Tom Beck commented on the best way to move forward is working together and making sure



groups can collaborate on initiatives. Members will continue their work on connecting with campus DEI committees/groups.

- b. Chair Beck reported on the committee's work and their report to Faculty Assembly on issues related to DEI, undertaking their own initiatives that generally address recruitment, retention, support and recruitment, retention, appointment and promotion of faculty of color. They have also been addressing and supporting initiatives around the pandemic, police violence and racism within the past year.
- c. Members discussed campus return in the fall, equity concerns and being cognizant of faculty and student needs. Members considered drafting a memo and circulating to campus committees to address the need for a clear definition of equity and acknowledge what faculty, staff, and students are facing with this new reality.
- d. Discussion also held on relationships with Faculty Assembly, Faculty Council, DEI initiatives, and their varying definitions of equity.

### **3. Faculty Council Updates & Discussion with Dr. Brenda J Allen**

- a. Following the Faculty Council elections, Joanne brought LGBTQ+, CREE, Women's committee together to form a resolution on [Shared Governance Leadership EDI Action Plan](#). Faculty Council voted on the resolution, and it passed.
- b. Members discussed the current climate within Faculty Council, the committee's role next year, and steps to take into consideration. Items addressed were change in power structure, accountability and transparency, and guidelines for interaction.
- c. It was reported that one step to the change in power structure is having a CREE member on the Executive committee which is currently in process.
- d. The Communications Committee and Dr. Allen are working on a broad DEI statement and Guidelines for Interaction Guide for Faculty Council.
- e. Members also brought up Regent Law revisions to [Policy 10](#) and consider CREE weighing in next year. This was placed on hold until Theodosia started it back up: [Regent Law Policy Review Dashboard](#).

### **4. Faculty Council Website Redesign**

- a. Jonelle reported on the project of redesigning the overall Faculty Council website, instead of only redesigning the home page. Members can contact her if interested in participating in user research interviews over the summer.
- b. A survey will also be distributed over the summer to all the listservs where members can share their thoughts and current interactions with the website.
- c. There will be more requests for user testing/feedback as the project progresses.

### **5. CREE Business**

- a. Incoming CREE Chair, Cerian Gibbes, updated the committee that meetings will need to change to 2<sup>nd</sup> Fridays from 1-3pm for AY2021-21 due to scheduling conflicts.
- b. Chair Jorge Chavez thanked members for their dedication and hard work to the committee the last year and shared his appreciation for serving as Chair.

### **6. Meeting adjourned at 11:03 am**