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University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Committee for Racial and Ethnic Equity (CREE) Meeting
December 6, 2019, 9:00-11:00 AM
CU System (Pikes Peak Conference Room at 1800 Grant Street, Denver, CO 80203) and Zoom Video Conference

Attending: Jorge Chavez (Co-Chair, UCD), Lindsay Roberts (Co-Chair, UCB), Adriana Alvarez (UCD), Naomi Nishi (UCD), Carlos Reali (UCD), Kathy Prue-Owens (UCCS), Kafia Roland (UCB), Jonelle Henning (Faculty Council) **Also Attending:** Brenda J Allen

Approval of Last Meeting Minutes: November 1, 2019 (TABLED) – Revisit in February.

Discussion Items:

1. **Campus/member updates:**
   a. Boulder
      i. IDEA Plan Approved.
      ii. Brenda announced her upcoming work with Boulder and leaders in Chair and Executive level positions.
      iii. Diversity Summit book discussions of *Sabrina & Corina.*
   b. Springs
      i. Kathy and Frank are in touch with Faculty Minority Affairs Committee (FMAC).
      ii. Kathy serves as Springs Assembly rep and is actively pursuing ways of contacting faculty of color at the Springs campus.
      iii. WEST program has two tenure track positions currently open.
   c. Denver
      i. Sonia Flores, Vice Chair for Justice at Anschutz, is currently interim Vice Chancellor for Diversity & Inclusion for AMC and Denver.
      ii. Chair of UCD Disability Committee proposed accessibility services. The office will include faculty, staff and students in their purview.
      iii. Projected plan of partnering with CLARO, Colorado Latino Advocacy Research Organization.
2. **Update on search for CU System Chief Diversity Officer:**
   a. The search committee, chaired by VP for Administration, Kathy Nesbitt, met for the first time in November. Jorge discussed the hiring process timeline.

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3. **Update on student joining CREE Committee with stipend:**
   a. Joanne advised that the offer of a stipend will need further review from Faculty Council Executive Committee and CREE members agreed to move forward with this counsel.
   b. Lindsay will be in contact with Joanne and Jonelle.

4. **Open discussion on DES survey**
   a. Lindsay updated the committee on Faculty Council's response to the survey.

5. **Tracking campus instances of racism**
   a. Discussion on University's historical response, holding campuses accountable, and efforts to provide more communication.
   b. Question raised to the committee: Is there a way they could receive/request reports from campuses on how incidents are reported, and determine if there is a common thread?
      i. UCD OIEC report was provided.

6. **CREE Sub Teams and Check-Ins**
   a. Communication and Coalition building
      i. Members from the group stated they will be meeting with Faculty Council Communications committee the following week.
   b. CREE Charge Revisions
      i. The group is meeting the following week.
   c. FC Pay Equity w/ Personnel and Benefits
      i. The group is looking into whether the School of Medicine's report included race and gender.
   d. Campus Diversity Outreach and Brave/Safe Spaces
      i. Brief discussion about the Chappy Hour event on the Denver campus.
      ii. Representatives from each campus reported that they are actively reaching out to faculty of color.

7. **Discussion on Diversity, Equity and Inclusion with Dr. Brenda J Allen**
   a. Brenda outlined her work with Faculty Council, specific work with CREE, the priorities for the academic year, and a tentative sense of deliverables.
   b. One main goal that was proposed to CREE was developing a plan to recruit, hire, retain and advance more faculty of color on campus (domestic and international). The committee unanimously agreed yet still raised concerns that there are obstacles to overcome and to develop ways to be more actionable.
   c. Brenda offered the following questions, suggestions and action items for the committee to consider:

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  i. What steps need to be accomplished for this main goal and how to be thoughtful?

  ii. Clearly define the scope by what the committee means by faculty of color and international distinctions.

  iii. Create an inventory of how each campus is supporting Diversity, Equity and Inclusion.

  iv. What is the relationship with other committees and is it proactive?

  v. Develop a soft, tentative plan for how CREE should forge relationships with committees. One example would be meeting as a whole once a year.

 d. Lindsay will be developing shared google docs to support the committee's work with Dr. Allen.

8. **Adjournment: 11:04 am**