



Committee for Racial and Ethnic Equity (CREE) Meeting
December 4, 2020, 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), Regina Richards (AMC), Linds Roberts (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Adriana Alvarez (UCD), Areione Hubbart (UCD, student), Carlos Reali (UCD), Jonelle Henning (SYS)

Approval of Last Meeting Minutes: November 6, 2020 (APPROVED)

Discussion Items:

1. Campus Updates

- a. AMC – The [Central Office of Diversity, Equity, Inclusion and Community Engagement website](#) is now live. There are plans to create a resource hub for confidential reporting on mistreatment. Anti-racist curriculum and training is an emerging domain with the goal of making it standardized. They are establishing a holistic approach to the admissions cycle with targeted goals for recruitment and retention.
- b. UCB – Members reported that the November 10 Diversity Summit was a success. The Center for Teaching and Learning has been a great example for inclusive pedagogy work, building community and momentum. The Alumni Association’s article, [Beyond a Moment, a Movement](#), was shared with the committee.
- c. UCCS – The Faculty Minority Affairs Committee is meeting with the Provost to address several, recent concerns.
- d. UCD – An equity taskforce has been created and acknowledged in the State of the Campus Address, they have identified action items and a process to meet those goals. The search for VC for Diversity, Equity and Inclusion is moving along with the timeline, there will be several meetings coming up in January. Timeline, search committee members, and updates can be found [here](#).

2. CREE Updates

- a. Members held an open discussion on the importance of names and identity and reintroduced themselves.
- b. Theodosia will be regularly attending CREE meetings in the spring.

3. Faculty Council Updates

- a. Theodosia plans to administer a new climate survey based off the Boulder’s Campus & Workplace Culture (CWC) Survey. They are currently meeting with various stakeholders for input.
- b. The Pay Equity review continues to move forward, reviewing policies and identifying modifications to meet the law.
- c. The President announced distributing a \$5 million DEI Innovation Fund that will provide resources for initiatives at each campus and at system administration.
 - i. Campuses are establishing different initiatives and creating taskforces to address how to spend the funds.
 - ii. Committee members hope to see transparency on how funding will be spent.



4. DEI Leadership Issues Across Campuses

- a. Letter under review:
 - i. Executive, LGBTQ+ and Women's committee responded to their letter, sharing interest in co-signing a broader letter asking for systemic, strategic initiatives for change.
 - ii. Theodosia offered to further work with CREE on this and help with drafting.
 - iii. Concerns of non-disclosure agreements across the campuses were also recommended to be added to the letter.
 - iv. Members also emphasized the importance of respecting autonomy of Chief Diversity Officers as there is surveillance concern on some campuses.
- b. Collaboration with LGBTQ+ & Women's
 - i. Dr. Allen recommended forming a smaller committee with Women's, LGBTQ+ and Theodosia to start crafting a broader letter.
 - ii. Members also considered including all Faculty Council committees in this effort.
- c. Search for Chief Diversity Officer at Boulder campus
 - i. It was reported this position will be not be connected to the HR department. Members still recommended to remain updated on the search.

5. Proposal to Recruit, Retain, Promote and Advance Faculty of Color

- a. Jorge shared resources from Theodosia's FC updates that may further assist with the committee's proposal: CU's membership with [Stanford's VMware Women's Leadership Innovation Lab](#), trainings/workshops with [Oregon Search Advocate Program](#) and structured mentoring programs from the [Center for Improvement of Mentored Experiences in Research](#).
- b. As Theodosia starts to regularly attend CREE meetings, the committee recommended to work on establishing alignment and collaboration with her work.

6. Review/Revise CREE Charge

- a. Members reviewed the charge, adding edits and suggestions to the Google Doc.

7. New Business

- a. CREE will be submitting a presentation proposal to the February 5 Social Justice Summit.

8. Meeting adjourned at 11:03am