



Committee for Racial and Ethnic Equity (CREE) Meeting
February 12, 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), Regina Richards (AMC), Mileidis Gort (UCB), 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: December 4, 2020 (APPROVED)

Discussion Items:

1. Campus Updates

- a. AMC – There is a campus wide push for Deans to establish DEI committees at every school and department. An initiative to include anti-racism training across campus is developing, they are partnering with the community and considering activities from research groups. Review of the pay equity policy is underway at the School of Medicine and there will be a faculty sponsored Zoom conference to build on next steps.
- b. UCB – Students are leading a proposal to develop a [Center for African and African American Studies](#) on campus. The Office of Faculty Affairs has established a [Faculty Diversity Action Plan](#). The [Senior VC for DEI](#) position has been posted again, UCB members shared the campus support and concerns.
- c. UCCS – The campus received news on vaccine distribution and Fall 2021 semester, many variables are still unknown as the vaccines are not prioritized for higher ed. Frank shared UCCS course cancellation summarization data and mentioned how not every campus follows the same practice of inputting the data. Linds will follow up with Ryan Allred at CU System to receive additional data from other campuses.
- d. UCD –The search for VC for Diversity, Equity and Inclusion has concluded and there were 4 finalists. The process and recommendations for spending \$1 million DEI funds is moving quickly, Chancellor Marks has created committees to guide the direction.

2. CREE Updates

- a. The VP of Communication search is underway, CREE members are invited to participate in the April interviews and to contact Jorge if interested.

3. Faculty Council Updates

- a. Regent Kroll discussed the importance of improving inclusion efforts at the university, implement greater outreach to communities of color, and enhance diversity of language to better connect with the community.
- b. Jonelle is redesigning the Faculty Council website, members are invited to submit recommendations for CREE's webpage and overall website.

4. Charge Revision

- a. Members unanimously voted to approve the committee's charge revision after reviewing the Google doc and making final edits.
- b. The revised charge will then be submitted to Faculty Council Executive and then to Faculty Council.



5. Divest2Invest Updates

- a. Members attended the Divest2Invest February meeting, noting that their goals aligned with the committee.
- b. The committee will stay in contact with the group to provide avenues of hearing from students and make connections across campuses.

6. Discussion with Chief Diversity Officer, Theodosia Cook

- a. Members brought up ongoing concern about racial bias and a lack of trust with Proctorio and facial recognition software at each campus, particularly at AMC. Theodosia will connect with VP of Academic Affairs to further discuss.
- b. Theodosia brought up three items to collaborate on:
 - i. Implementing system wide exit interviews to better understand why people leave CU and to aid in retention
 - ii. Review of policies that govern DEI – Theodosia encouraged members to review Regent Policy 10, review policies that are out of date, and what the university is not following. Members suggested to also connect and collaborate with Faculty Council EPUS Committee.
 - iii. Increase number of Affirmative Action officers – UCCS does not currently have a representative and there is only one rep at the other campuses. It was noted that this is a lot of work for one person and Theodosia also emphasized the issue of tokenizing these roles.
- c. Theodosia updated the committee on CWC Survey rollout and plans to distribute systemwide in May.

7. Systemwide DEI Transparency and Accountability

- a. Members would like to create a DEI working group/taskforce inviting all Faculty Council committees to join in the effort, Jorge and Naomi will contact Joanne to determine next steps.

8. Meeting adjourned at 11:01 am