



**Committee for Racial and Ethnic Equity (CREE) Meeting
November 6, 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), 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: October 2, 2020 (APPROVED)

Discussion Items:

1. Campus Updates

- a. AMC – The School of Medicine is holding monthly meetings with DEI representatives from different departments. AMC DEI leadership council met with representatives across the campus this summer, they have identified 12 themes that will impact the campus. The 2021 CU Social Justice Summit will be held February 4-5, 2021, event details provided [here](#).
- b. UCB – There is now a faculty diversity selection committee that will be involved in 10 different search committees this year, members will continue to provide updates and more details on this. Boulder is launching a national search for Chief Diversity Officer, more info provided [here](#). The [2020 Fall Diversity & Inclusion Summit](#) is November 10. The Center for Teaching and Learning is hosting [several events](#) such as inclusive pedagogy and whiteness on campus.
- c. UCCS – Members held an open discussion regarding [this article](#) from the Denver Post and Dr. Andrea Herrera's letter to the UCCS Faculty Diversity Assembly.
- d. UCD – Carlos reported that the search for VC for Diversity, Equity and Inclusion is going well. Timeline, search committee members, and updates can be found [here](#).

2. Faculty Council Updates

- a. Faculty Council Communications Committee will be publishing another Committee Corner about CREE on CU Connections, Jorge will draft the article and send to the committee for review.

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

- a. Discussion held whether to continue this proposal or create something similar to the EIE taskforce, such as establishing best models and distributing to each campus.
- b. Based on recent events at UCCS, members discussed the importance of the proposal's focus on retention and promotion.
- c. Dr. Allen advised that connecting with Theodosia Cook may be beneficial.

4. Review/Revise CREE Charge

- a. Jorge and Naomi reminded members to review the charge revisions in the Google Drive.

5. New Business

- a. Members further discussed CU system-wide leadership's commitment to DEI and how to address their accountability and transparency.

6. Meeting adjourned at 11:02am