



**Committee for Racial and Ethnic Equity (CREE) Meeting**  
**September 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), Mileidis Gort (UCB), Linds Roberts (UCB), Kaifa Roland (UCB), Adriana Alvarez (UCD), Carlos Reali (UCD), Frank Zhang (UCCS), Jonelle Henning (SYS)

**Approval of Last Meeting Minutes:** May 1, 2020 (APPROVED)

**Discussion Items:**

**1. Campus Updates**

- a. Anschutz - Regina Richards is now the Associate Vice Chancellor of Diversity, Equity and Inclusion and Community Engagement. There are a number of clinics doing health literacy. There is an active dreamers' cohort for protecting students, faculty and staff.
- b. Boulder - Information shared on the newly launched [Anti-racist Coursera course](#) with Boulder Professor Jennifer Ho and Ph.D. student Shawn O'Neal.
- c. Denver - Many people are requesting anti-racist trainings.
- d. Springs - A group of students are creating a podcast about stories untold and their experience with inequality.

**2. CREE Summer Updates**

- a. CREE's [Anti-Racism Pandemic video](#) was featured in CU Connections and shared across campuses over the summer.
- b. [CREE Black Lives Matter letter](#) was also shared with the CU community and Connections.
- c. Jorge, Naomi and Linds met with Chief Diversity Officer Theodosia Cook over the summer and discussed committee partnership. She will be attending a meeting this fall.

**3. Faculty Council Updates**

- a. Jorge updated the committee on Faculty Council August meeting and the several agenda items.
- b. Discussion on "Purple Ink" protocol and President Kennedy's Trail of Tears comment and faculty response.

**4. CREE Event**

- a. Jorge updated the committee that there are opportunities to create a virtual event this year, ideas welcome.

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

- a. Dr. Allen will continue meeting with the committee this year and revisiting several items listed below. Committee will also continue their work with revising their charge with Dr. Allen.
  - i. Data Inventory



- ii. Best practices/opportunities
    - iii. Focus groups
  - b. Open discussion on pandemic campus furloughs and decreases in hiring.
- 6. Increased collaboration with Women & LGBTQ+**
  - a. CREE co-chairs met with Women's committee and LGBTQ+ co-chairs. There are plans of meeting and collaborating this year with a focus on intersectionality.
- 7. CREE Membership**
  - a. Members discussed recruitment strategies on campuses for committee membership and the value of making connections with campus diversity groups.
  - b. Committee members would like to see a student representative on the committee.
- 8. Meeting adjourned at 11:07am**