



**Committee for Racial and Ethnic Equity (CREE) Meeting**  
**September 10, 2021, 1:00-3:00 PM**  
**Zoom Video Conference**

**Attending:** Jorge Chavez (Co-Chair, UCD), Cerian Gibbes (Co-Chair, UCCS), Carlos Reali (Secretary, UCD), James Carter (AMC), Regina Richards (AMC), Linds Roberts (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Adriana Alvarez (UCD), Naomi Nishi (UCD), Jonelle Henning (SYS)

**Approval of Last Meeting Minutes:** May 7, 2021 (APPROVED)

**Discussion Items:**

**1. Membership Updates:**

- a. Members were updated that Naomi has accepted a new position and will hand off her role as Vice Chair.
- b. The committee then nominated, voted, and unanimously approved Jorge Chavez to serve as Co-Chair for AY 2021-22.

**2. Campus Updates**

- a. AMC – Target date for AMC CWC Survey is Oct 18, there is hope for a better response rate than the one in 2014. Work continues with the DEI council and Laura Borgelt with the campus strategic initiative, DEI will be framed around all campus wide initiatives. There is focus on implementing standardized curriculum on race and racism and service learning. Deans will request and set benchmark structures into this curriculum. There's also a focus on equitable care and research, equity training and reviewing assessment of clinical patient care, policies, programs, training practitioners and removing barriers. They are undergoing review of promotion and tenure practices, identifying barriers and benchmarks. There is a push for stronger data governance infrastructure and creating a system of accountability to show/assist departments on how to utilize their framework and benchmarks. They're using the DEI structural model to review retention, recruitment and further build trust with community, and removing barriers to access. They will be regularly assessing the sustainable DEI design & model every other year. There are two items with the model, 1: foundational, address students' readiness to receive and spend a lot of time on bias and structural racism. And 2: community engagement, make it an experience instead of students checking boxes, gaining more perspectives on healthcare needs, and understanding health equity.
- b. UCB – This Boulder campus [article on Diversity, Equity and Inclusion updates](#) was shared with the committee. Senior Vice Chancellor for DEI, Sonia DeLuca Fernandez, has been hired and recently started, the campus is looking forward to having more direction at a higher level. The IDEA council is implementing a campus wide DEI plan and is prioritizing what to address and review, engaging with different units and identifying how to achieve results. CWC Survey will be distributed on the Boulder campus as well. Center for African and African American Studies was founded and will combine student services, research program with faculty, and performing arts. Student services integrated with academics and are combining fundraising with NAACP to meet mission. America Ferrera spoke at the Boulder campus; all freshmen can receive a free copy of her book 'American Like Me' about identity and migration.
- c. UCCS – Leadership hiring is still ongoing at the campus, there is currently a national search for Vice Chancellor of DEI. Training similar to College of Letters, Arts & Sciences will be implemented across the campuses. The Dean of LAS has established a diversity scholarship for college and allowing faculty and staff contribute to it. Colleges have taken DEI initiatives on themselves, for example, LAS is reviewing promotion documents and making DEI central.
- d. UCD – Bridging AMC & Denver campuses, they are working with Teresa Connolly to create a module with content considering racism and race in medical research, this module will be



applied to courses. The campus is moving on the strategic plan and what the equity taskforce has put forward. Vice Chancellor of DEI, Antonio Farias, organized lunches with faculty and is making an effort with directly listening and supporting organizations in Denver. Chancellor Marks reported that Foundation distributed 1 million for DEI, and additional 2 million from CU system. A taskforce is moving on that funding, further details are still unknown. The CWC Survey for Denver overall will include these categories: instability, harassment, and respect. Precious Palmer has been hired as new Director for Black Student Services. There are searches underway for a Latinx Student Services Coordinator and a DACA Coordinator.

### **3. Faculty Council Updates**

- a. Regents attended the first FC meeting for a listening session about the Presidential Search, Cerian encouraged members to remain attentive for further messaging on the search and the upcoming website.
- e. Executive Committee membership has changed, there are now ad hoc voting members from CREE, LGBTQ+ & Women's committee. There will need to be a change to the bylaws to make it permanently include these members.
- f. Council will be holding a retreat on September 24 and members discussed considerations for the retreat as FC should acknowledge/focus on the history of Faculty Council, the issues with DEI, and moving forward.

### **4. Faculty Council Website Redesign**

- a. Jonelle reviewed the user research feedback that was conducted in late May.
- b. Testing on the new navigation bar is now underway, Jonelle shared the testing link with the committee. Based on the results, she will be able to determine if there needs to be changes to the setup.
- c. Jonelle will then be conducting user testing on a prototype which will be sent out to Faculty Council and committees.

### **5. Goals for AY 2021-22**

- a. Members brainstormed and discussed the following goals:
  - i. Resubmit their revised charge to Executive and Faculty Council
  - ii. Proposal to Recruit, Retain, Promote & Advance Faculty of Color and building accountability, what metrics could the committee develop that allows the university to understand who we are and how we got there
  - iii. Continually invite FC Chair Mary Coussons-Read to meetings
  - iv. Advocate for transparency and accountability - every department should have an obligation to share what they do, and members could come up with constructs for that, one example being a score card
  - v. Statement on Critical Race Theory
  - vi. Identify what sort of authority they have as an FC committee
- b. Members suggested as they identify goals, to connect with Theodosia Cook and make sure they're not duplicating efforts.
- c. The committee would also like to continue their work with Dr. Allen, Jorge & Cerian will reach out to Mary.

### **6. Meeting adjourned at 2:58 pm**