

**Faculty Council Ethnic & Minority Affairs Committee (EMAC) Meeting**  
**Friday, December 7, 2018, 9:00-11:00 AM**  
**CU System (Pikes Peak Conference Room at 1800 Grant Street, Denver, CO 80203) and**  
**Zoom Video Conference**

**MINUTES**

**Attending:** Tina Moser (Co-Chair, AMC), Lindsay Roberts (Co-Chair, UCB), Debbie Carter (Secretary, AMC), Jorge Chavez (UCD), Carlos Reali (UCD), Adriana Alvarez (UCD), Naomi Nishi (UCD), Damien Doyle (UCB), Mileidis Gort (UCB), Kathy Prue-Owens (UCCS), Frank Zhang (UCCS), Mark Knowles (CURFA), Darren Chavez (Academic Affairs), Rian Cheley (Faculty Council)

**Approval of Last Meeting Minutes:** November 2, 2018 (APPROVED–Frank Zhang added to attendees list); October 5, 2018 (APPROVED–ONE ABSENTION)

**Discussion Items:**

**1. Welcome and Housekeeping Business/Old Business - Tina**

- a) New members from Denver: Jorge Chavez, Adriana Alvarez, Carlos Reali
- b) Voting members from Denver campus:
  - i) Naomi has the one staff vote
  - ii) 3 new members from Denver will each have a vote

**2. UPDATE: Committee Corner article update for CU Connections - Tina**

**3. DISCUSSION: Potential partnership with the CU Denver | Anschutz Staff Council Inclusive Excellence Subcommittee:** Naomi and Tina have connected with the subcommittee chair, Karissa Stolen, and they will keep EMAC updated as opportunities arise.

**4. UPDATE: Meeting with Joanne Addison, Faculty Council Chair -Tina/Lindsey:** Tina and Lindsay met with Joanne on November 29 to discuss how EMAC and Faculty Council can better work together and how EMAC can have meaningful action.

**5. DISCUSSION: Should EMAC change committee name to say “race”?**

- a) Top Names:
  - i) Faculty Council Committee on Race and Ethnicity (FCCRE) (3 selections)
  - ii) Faculty Committee on Race and Equity (FCRE) (2 selections)
  - iii) Faculty Committee on Racial and Ethnic Equity (FCREE)
  - iv) Racial and Ethnic Equity Committee (REEC) (1 selection, awkward acronym)
  - v) Racial Affairs Committee (RAC) (1 selection)
- b) OUTCOME: Lindsey sent out an email poll and the above list is the results of that poll. If we pick a name this spring, then we can decide whether to present to Faculty Council before the end of the academic year.

**6. UPDATE: Additional guests invited to future EMAC meetings - Tina/Lindsey**

- a) Dominique Martinez, works with Dr. Allen on the Denver campus, works on diversity programs at AMC

- b) Michelle Moses, Boulder's Associate Vice Provost for Faculty Affairs
- c) Co-chair Stephen Suh (WEST) / or Chair Carlos Duarte (Kraemer Family Library) of Faculty Minority Affairs Committee at UCCS

**7. UPDATE: Planned AY 2018-2019 Meeting Guests - Tina/Lindsey**

- a) January 2019 (don't traditionally meet in January)
- b) February 2019: Dr. Brenda J. Allen, 10am
- c) March 2019: TBD
- d) April 2019: TBD
- e) May 2019: TBD

**8. UPDATE: Faculty Council Inclusive Excellence Task Force - Naomi:** Naomi is working with Dr. Brenda Allen exemplars for some of the recommendations. Naomi also met with co-chairs of the Faculty Council LGBTQ+ committee and Scarlet Bown on the optional demographic proposal for employees. That item has shifted from the taskforce to the LGBTQ+ committee, but it will remain on the taskforce's list of recommendations. The newly revised short recommendations and previous long version (from May) are in the EMAC Google drive.

**9. DISCUSSION: University-wide Social Climate Survey to be sent out in 2019 - Patrick O'Rourke, VP, University Counsel, and Secretary to the Board of Regents**

- a) VP O'Rourke's questions to EMAC about social climate survey
  - i) Access to data for analysis and research?
  - ii) Survey length?
  - iii) How to focus it in a way to improve completion?
    - 0. Improve framework to address culture-as-a-whole
    - 1. Improve framework to compare with peer institutional surveys
- b) Sample diversity engagement survey: <https://www.umassmed.edu/dio/blog/blog-posts/2017/03/2017-diversity-engagement-survey/>
- c) What things should Pat consider when planning the survey?
  - i) Update language for gender identification to include non-binary
  - ii) Update language for sexual orientation to be accurate
  - iii) Response rate with historically marginalized groups
  - iv) Can we coordinate with the campuses? (Boulder has a survey slated for Feb. 2019)

**10. UPDATE: Faculty Council Retreat and Report - Lindsey/Tina (Lindsay's notes)**

**11. UPDATE: Campus Reports (TABLED)**

**Adjournment:** 11:00 AM (APPROVED)

**Next Meeting:** February 1, 2019, from 9:00 - 11:00 AM at CU System (4<sup>th</sup> Floor Pikes Peak Conference Room, 1800 Grant Street, Denver, CO 80203).