



Ethnic & Minority Affairs Committee Meeting
Friday, May 4, 2018, 9:00-11:00 a.m.
Denver Conference Room at 1800 Grant Street, Denver, CO 80203

MINUTES

Attending: Tina Moser (Chair, Anschutz), Lindsay Roberts (Vice Chair, Boulder), Debbie Carter (Secretary, Anschutz), Damian Doyle (Representative, Boulder), Cerian Gibbes (UCCS), Naomi Nishi (Denver), Ron Ramirez (Denver), Frank Zhang (UCCS), Darren Chavez (System), Rian Cheley (System)

Approval of Minutes: Minutes from April 6, 2018, were approved as presented.

2018-19 EMAC Elections

Tina Moser and Lindsay Roberts will serve as co-chairs and Debbie Carter will serve as secretary.

Discussion with Jeff Cox, Vice Provost and Associate Vice Chancellor for Faculty Affairs at CU Boulder

- Boulder is collecting faculty diversity activities through the annual evaluation and merit processes. The primary unit defines criteria for activities and then the academic affairs office provides the tools to track the activities. Jeff can send the diversity activities list to Lindsay to share with EMAC.
- The FERPA code on “diversity” shows up in the teaching portion of the evaluation. In general, FERPA codes are reviewed every year for opportunities to add or revise in collaboration with the administration and the Boulder Faculty Assembly. The academic affairs office uses a local database to support the process.
- Link to Boulder’s *Plan to Make Excellence Inclusive* from the Office of Diversity, Equity, and Community Engagement (ODECE): <https://www.colorado.edu/odece/diversity-plan/campus-definition-inclusive-excellence>

Faculty of Color Event Series for 2018-19

- AMC/Denver Campuses: Tina will meet with Dr. Allen on May 9.
- Boulder Campus: Lindsay Roberts, Damian Doyle
 - o Daryl Maeda held similar event in Dec. 2017 and created a brown paper: https://www.colorado.edu/academicfutures/sites/default/files/attached-files/maeda_mejia.pdf
 - o ODECE wants us to confirm and communicate events with them.
- UCCS Campus: Cerian Gibbes will meet with Andrea Herrera

Equity and Inclusive Excellence Taskforce Recommendations to the Faculty Council

- Naomi Nishi shared feedback and other details from the taskforce report that she delivered to Faculty Council during its meeting on May 3, 2018.

EMAC Housekeeping Stuff

- Committee membership for next year
- EMAC Member Feedback for Next Year
 - o Revisit Equity & Inclusive Excellence document. How can EMAC support/launch this?
 - o Faculty of Color Lunch Series
 - o Merit for Faculty Diversity Activities
 - o EMAC questions on CU System climate survey
 - o Continue conversations with CDO’s, relevant leaders
 - o Connecting with campus levels (our campus Assemblies, local diversity groups)

- Data analysis comparing international faculty, class enrollments, FCQs - can EMAC gain access to the data?

Adjournment

The meeting adjourned at 11 a.m. The next committee meeting will be held on September 7, 2018, in the Denver Conference Room at 1800 Grant Street, Denver, CO 80203.