

EMAC Committee Meeting
September 1, 2017, 9-11 a.m.
Denver Conference Room, 1800 Grant Street

Minutes

Attending: Bryan Wee, Cerian Gibbes, Damian Doyle, Darren Chavez, Frank Zhang, Lindsay Roberts, Naomi Nishi, Tina Moser

Approval of Minutes: Minutes from May 5, 2017, were approved.

Review of Committee Charges

<https://www.cu.edu/faculty-council/committees/ethnic-and-minority-affairs-emac-committee%20>

- A history of the committee, including past activities, was discussed.
- Current activities (Joint Symposium, strategic planning, yearly goal setting)
- Second annual joint symposium with the Faculty Council LGBTQ+ committee.
 - o November 3, 2017 on the CU Denver campus
 - o “Advocacy: Joining together to promote equity and inclusion”
 - o Keynote speaker is Dr. Kevin Nadal

Group Dynamics, Vice Chair Lindsay Roberts

What diversity actions or activities have you been part of or hear about that have felt most meaningful or impactful?

- Race@CU Speaker series
 - o CU Dialogues facilitated, Cheryl Matias speaker
- Dr. Brenda Allen’s workshop on microaggressions
- Protests and women’s march, especially events with singing and music
- BuffsUnited, Sand Creek massacre primary source workshop with students critically thinking about race and violence, historical narratives and counternarratives
- Climate survey
- Recommendations to University Administrators
- Classes taught and interactions with students
- Reflection
- Climate assessment and student surveys - being intentional in understanding how diversity is enacted
- Diversity strategic plan and models
- Faculty workshops on inclusive teaching
- RACE (Research Advocacy and Critical Education) first conference in May 2017, Bianca Williams and other presenters. And monthly critical conversations about race.
- Practicing scholarship on race
- Community conversations on Whiteness and race
- Student Affairs experiences - facilitating “Under One Roof” discussions of identities and diversity; Sundae’s on Mondays conversations about one specific identity each week to learn more and share perspectives, focus on power and privilege in society
- President’s Diversity Awards: what’s being done on our campuses
 - o 2017-18 diversity awards just announced – find link on page 3 under *Announcements*



- I am new faculty member to UCCS, so I don't have chance to participate in any diversity activity so far. But the most recent opportunity is the Jessica Lynn's Transgender Journey Event. Norms shared, no academic competition and posturing. No calling out. Using humor.
- I am a faculty member from the department of sociology and my specialty is quantitative research methods. Maybe I can contribute to any data analyzing tasks (web survey).

What strengths can you contribute to the committee?

- Tina Moser: Institutional knowledge of the committee and faculty council, structure, unique perspective of being biracial, female, and disabled. Time to spare for this committee. Library background: research and finding information. Organization & planning information.
- Darren Chavez: Student Affairs experiences, facilitation and training experience, lived experience in conversations about diversity. Familiarity with CU System and campuses, structural elements. Awareness of other committees' work. Non-voting member.
- Naomi Nishi: Scholarship in race and whiteness in higher education. Attending educational conferences around race research and topics: Association for Study of Higher Education, AERA. Expertise in adult education, facilitating trainings and workshops.
- Damian Doyle: Bicultural, insider/outsider in US and Ireland, sees power and privilege as white and male, power dynamics in education. Teaching around race, class, and gender issues, class on immigration in Europe right now. Immigration experience. Institutional memory at CU--frustration around this, too. Conversations from the 1990's are happening again.
- Bryan Wee: Served on LGBTQ committee before sabbatical, interested in serving on these committees because they are not viewed as important in the department. Important to take a stand on these issues. Experience as an immigrant in the US. Vested interest in the things we do. Working with Brenda Allen and Dorothy H? To create spaces where stories can be shared on a larger scale. Who people are? Faculty, staff, and students. Work is around equity and science, notions of what equity means, the language of science. How we talk about science supports and hinders access to science.
- Lindsay Roberts: As a white woman, I have a background of privilege. I do have perspective as a queer person and someone raised in the South, awareness of what it means to lack diverse perspectives, stories, and history. I'm coming with hopefully humility and willingness to learn. I can bring organization and implementation skills; connections at all the CU Libraries, relationships with Education, Ethnic Studies, and Linguistics departments on Boulder campus; growing relationships with Student Affairs offices on Boulder campus.
- Frank Zhang: Sociology department, training and specialty in questionnaire design and research methods. Can help with survey construction and data analysis. Teaching a master's research methods course. Emphasize the importance of diversity to students. Encourage them to generate research topics along these lines, how to thoughtfully extract data and analyze results. Happy to take tasks assigned to him.
- Cerian Gibbes: Experience as immigrant and multiracial. Can contribute perspectives from these identities. Feel very comfortable with quantitative and qualitative analyses. Work looks at use of resources in global south and power dynamics and policies. Happy to be the behind the scenes organizing person.

What do you need from the rest of the committee to participate fully?

- Darren Chavez: Everyone needs to help to do this work. Has seen recurring problems at System-level committees where people are very busy. Location here can be a challenge to participate once a month. This is important to consider, be sensitive to it. Darren has seen committees be fully engaged, sees opportunity.
- Cerian Gibbes: Heard things she might need from others being brought to the group; Institutional knowledge. Cerian is often out of the country for work during semesters and breaks, will be out of



communication. Heads up notice to meetings and changes to meetings, what we want to accomplish by certain dates will be helpful. Some health issues for last year.

- Frank Zhang: Will we use Zoom? How can we share Google file? Can we share agenda as Google file? Tina tries to send agenda out a week in advance, but will try to do this further in advance. We will try Google docs until Sharepoint is ready. Sharepoint will let everyone log in with their campus identiky and password.
- Tina Moser: Needs assistance, participation, engagement from committee members. Very happy to hear what everyone's strengths are. Felt like she is hardly the expert and there is so much we don't know. Having that strength from everyone is really helpful. Not super comfortable being the spokesperson, but will do it as chair. All of us are in a unique position where we have permission to have an official voice for Ethnic Minority Faculty. We have proximity to people in power to help get things going. We don't play a small role. Recognize we're all busy. We have to carry on the work until we have allyship.
- Lindsay Roberts: Happy to hear strengths from everyone! Especially value those with lived experiences and scholarship in diversity work. Would appreciate forming small work groups to accomplish our goals, groups that could check-in over Zoom or phone two weeks before the next EMAC meeting so that work can move forward. Also, live in the mountains and may need to join via Zoom on snowy days.
- Bryan Wee: Loves being on these committees, so much to learn about everyone's perspectives on diversity. Please share terms and constructs, don't make assumptions about what we know/don't know. Can engage more deeply and consider other possibilities around diversity. If it means breaking new ground and putting ourselves in places where we are not sure or are afraid, let's go there together.
- Damian Doyle: Collaboration, patience, persistence, creativity. Sense of pragmatism. Each of us represent different camps. Do we have a pipeline to power and a voice that can help institutionalize our goals.
- Naomi Nishi: Helpful if folks will do what they say they will do in terms of committee work. Mom of two small children, one is just starting kindergarten. May need to bring kindergartener to some meetings.

Joint Symposium Updates

- Bryan Wee can help with set up before the event.

Announcements

Fall 2017-18 Awards and Grants, Darren Chavez, Program Coordinator for Academic Affairs Operations

- Diversity & Excellence Grants: <http://www.cu.edu/oa/grants/diversity-excellence-grants>
- President's Diversity Award: <http://www.cu.edu/oa/recognitions/presidents-diversity-award>
- President's Fund for the Humanities: <http://www.cu.edu/oa/grants/presidents-fund-humanities>
- Distinguished Professorships: <http://www.cu.edu/oa/faculty-affairs/distinguished-professorships>

Adjournment

There being no other business, the meeting was adjourned at 11 a.m. The next committee meeting will be held on October 6, 2017, in the Denver Conference Room, 1800 Grant Street, Denver.