

Ethnic & Minority Affairs Committee Meeting
December 1, 2017, 9-11 a.m.
Denver Conference Room, 1800 Grant Street

Minutes

Attending: Tina Moser, Lindsay Roberts, Ronald Ramirez, Damien Doyle, Frank Zhang, Roberto Montoya, Naomi Nishi, Bryan Wee, Rian Cheley

Approval of Minutes: Minutes from October 6, 2017, were approved as presented.

Joint Symposium Review

- The symposium was well attended and received. There were 200 registrants and an estimated 120 attendees. Event evaluations were sent electronically to all attendees and the results will be ready for share at the December LGBTQ+ committee meeting.
- There needs to be more advertising about the symposium on the campuses.
- Partnering on the symposium will not continue after this year. The committee values the partnership, but agrees that too much time is spent on event planning and the issues of race and ethnicity lose focus.

Future Events

- There is interest in creating a separate event that focuses specifically on issues of race and ethnicity. It doesn't have to be a symposium; digital platforms allow people to engage and connect in meaningful ways. Future projects have to be critically thought out for audience and focus.
- Example projects that were discussed:
 - o Humans of New York (<http://www.humansofnewyork.com>)
 - o Project Voyce (<https://www.projectvoyce.org>)
 - o Youth Experiences of Urban Landscapes: Colors (<http://www.arcgis.com/apps/MapSeries/index.html?appid=65efb649d44047029e91a9ed0cb046b1>)

Brainstorm Questions for Discussion with the Vice President of Human Resources Kathy Nesbitt and Chief Human Resources Officer Felicity O'Herron

- Introductions
 - o What does Kathy do? What does Felicity do?
 - o How do Kathy and Felicity view the role/responsibilities of EMAC?
 - o How would we like to work with them and vice versa? How would they suggest EMAC provide actionable items?
- Questions
 - o What data address salary discrepancies between faculty of color and white faculty?
 - o What's happening with Kathy's CU System-wide diversity plans
 - How can we best connect all the CU System-wide diversity efforts?
 - o Boulder faculty engagement survey just went out. Other climate survey efforts are planned or can track our progress?
 - o What information do we collect when faculty of color leave (ex. Exit surveys) and what do we do with that information?

Remaining Plans for 2017-18

- January
 - o Kathy Nesbitt/Felicity O'Herron



- Consider half-day retreat with food and brainstorm recommendations
- February
 - Brainstorm questions/themes for Regent Griego
 - Talk about concrete recommendations following up to white paper
- March
 - Regent Griego
- April
 - Summary of EMAC's work given to Ravinder
 - Elections
- May
 - Transition planning

White Paper Actionable Items

- Tina will nominate Naomi Nishi to join the Inclusive Excellence Taskforce. The first taskforce meeting is on December 7, 2017.
- The origin and current model of inclusive excellence was discussed. Lindsay will email members the recommendation on equity that Bianca William's sent EMAC last spring.

Faculty Council Update, Tina Moser

- President Bruce Benson attended the Faculty Senate meeting on November 30, 2017. Tina shared the system updates that the president delivered at meeting.

Adjournment

There being no other business, the meeting was adjourned at 11 a.m. The next committee meeting will be held on January 5, 2018, in the Denver Conference Room, 1800 Grant Street, Denver.