

## Faculty Minority Affairs Committee (FMAC) meeting minutes

When: 9-10:30am, Friday, April 1, 2022

Where: Microsoft Teams

Next meeting: April 29, 2022

**Attendance:** Stephen Suh, Esther Lamidi, David Kocsis, Gia Barboza, Debora Pina-Thomas, , Edgar Cota-Torres, Carlos Duarte, Julie Torres, Sandy Ho, Jesse Perez, Suhaan Mehta, Monica Yoo, Cerian Gibbes, Rame Hanna

### Minutes

1. Review and approve prior minutes (9:00-9:05)
2. Announcements (9:05-9:10)
  - a. Colorado College is hosting a series of events titled “Forever Foreign: Asian America, Global Asia, and the Problem of Anti-Asian Racism.” Two upcoming in-person events free and open to the public, including Pulitzer Prize recipient, Viet Thanh Nguyen on April 7.  
<https://www.coloradocollege.edu/academics/dept/asianstudies/newsevents/forever-foreign.html>
  - b. FMAC, with the Department of Languages and Cultures and MOSAIC, is co-sponsoring a screening and discussion of *American Exile* on April 12 at 10:45am, UC 302. RSVP at <https://mlc.uccs.edu/event/7991235>
  - c. MOSAIC’s Days of Service and Action series, co-sponsored by FMAC, has been rescheduled to April 23-29. RSVP at <https://mlc.uccs.edu/event/7916756>
  - d. Stephen Suh, with the aid of the Social Science Symposium Series, GLINT, The Office of DEI, and The Matrix Center, is hosting a series of events between April 27-29 commemorating the 30<sup>th</sup> anniversary of the 1992 Los Angeles Riots. More information to come.
  - e. No new updates about name change. We will reserve the final meeting of the semester for a final push.
  - f. No new updates from the Disorientation subcommittee. Stephen will reconvene its members in advance of the next meeting.
3. Year End celebration discussion (9:10-9:15)
  - a. ~\$850 remaining in the budget. Suggestions to hold a year-end event to celebrate FMAC accomplishments and Diversity Grant recipients
  - b. Tentatively to be hosted at the Heller Center during finals week
  - c. Subcommittee members: Stephen, Carlos, Gia
  - d. More information to come
4. Conversation with Vice Chancellor of Diversity, Equity, and Inclusion, Rame Hanna (9:15-10:05)
  - a. Introductions
  - b. Hanna’s DEI office plans – Biggest area of initial focus will be listening and learning. Must first understand the institution, its people, and its culture before putting forth effort to build bridges and break silos. Goal will be to create more touch points across units, faculty, and staff. Will implement both a top down and bottom-up approach to institutional change, starting with the formation of an affiliated Council.

- c. Hanna agrees that retention efforts are currently as important if not more important than recruitment efforts. Work needs to be done to create an inclusive space for existing faculty before bringing more people in whose needs cannot be met.
  - d. Suggestions from members about a more effective tool for record keeping and institutional memory, especially for racist, discriminatory actions that occur on campus. These don't have to exist in official capacity, and care must be taken to protect student and employee privacy. But there needs to be a record that can be referenced when future discriminatory actions take place.
  - e. Key question: How does the VC DEI and DEI Office articulate both a business and moral case for DEI efforts on campus that is legible to those in power and investors.
5. Discussion of campus culture and climate, with an emphasis on improving conditions for minoritized + IRC faculty (10:05-10:30)
- a. Overview of Campus and Workplace Culture survey results—limitations and potential uses. At a system level, this survey has been explained as one of many tools that may initiate change. Consensus among committee members that the survey results are currently presented in a way that are not entirely helpful. More comparative and raw data are needed to create concrete next steps from the survey and its findings.
  - b. Hanna explains that the CWC survey and its results will be used as a starting point for more dialogue and action. The results themselves are not enough to initiate a strategic plan of action. However, they provide some indication about where to focus. More pointed, intentional surveys and listening sessions are needed for the creation of a comprehensive DEI strategic framework.
  - c. One area of focus: Departmental culture and belonging
6. Meeting adjourned (10:30)