

Faculty Minority Affairs Committee (FMAC) meeting minutes

When: 9-10:30am, Friday, April 29, 2022

Where: Microsoft Teams

Next meeting: TBD

Attendance: Stephen Suh (chair), Gia Barboza (co-chair), Deborah Pina-Thomas, Edgar Cota, Esther Lamidi, Kimbra Smith, David Kocsis, Sandy Ho, Suhaan Mehta, Jesse Perez, Jeff Montez de Oca

Minutes

1. Review and approve prior minutes (9:00-9:05)
2. Announcements (9:05-9:10)
 - a. *Gook* film screening and discussion: 4:30-6:30pm @ UC 302; light refreshments
 - b. UCCS Book Party at the Heller Center: 5-7pm @ Heller Center; food and drink aplenty
 - c. VC DEI office has a subscription to zoom webinar for those interested in hosting virtual events but not needing to work through Events Services
 - d. The Heller Center is sponsoring an Intensive writing workshop. June 27-july 15. Questions to Kimbra Smith or Max Shulman
3. Year-End Reception (9:10-9:15)
 - a. May 12, 4-7pm at the Heller Center. Food and drinks provided.
 - b. Purpose is to celebrate the 2021-22 Diversity Grant recipients. Also, for general rest and relaxation after a long year.
 - c. All are invited. Must be 21+.
 - d. Committee members: Please DO NOT bring alcohol. Instead, send funds to Gia-Barboza. Venmo details will be provided in a separate email.
4. Name change update (9:15-9:30)
 - a. Committee approved motion to change name to Faculty Equity and Inclusion Committee (FEIC)
 - b. Committee approved motion to change secondary committee's name from Minority Affairs Advisory Committee (MAAC) to Equity and Inclusion Advisory Committee (EIAC)
 - c. Committee approved updates to committee bylaws that include new names.
 - d. All approved motions will be forwarded to the Faculty Representative Assembly for final vote and approval.
5. "Disorientation" materials discussion (9:30-10:10)
 - a. The subcommittee will work to create a shareable "disorientation" packet that includes city-level demographic data as well as anonymized testimonials from committee members. This packet will be posted on the committee's website, as well as potentially shared in printed form at campus events, such as new faculty orientation, the New Faculty reception, and others. The online portion of the packet can also include an interactive map with much of this information embedded into it.

- b. The purpose of this packet will be to assist the settlement and acclimation of newly hired faculty from underrepresented backgrounds, as well as to serve as a recruiting tool for the Committee.
 - c. The official “disorientation” packet will need to be coupled with other materials and measures at the Committee and campus level. The committee can work with the DEI office to offer faculty mentoring programs, panels, and workshops.
 - d. It will be important to work with other centers and offices, particularly the DEI office, to see how they may support this initiative. Doing this work pro bono is not advised, especially given the scope and potential duration of the project.
 - e. Next steps: Subcommittee will convene before end of semester to develop roadmap.
6. Succession plan (10:10-10:30)
- a. Stephen will step down as committee chair after this semester.
 - b. Gia Barboza-Salerno and Esther Lamidi set to be incoming chair and co-chair, respectively. Thank you!
 - c. Deborah Pina-Thomas will remain as Beth-El rep. Thank you!
 - d. May need new rep from the College of Education.
7. Meeting adjourned (10:30)