

Faculty Minority Affairs Committee (FMAC) meeting minutes

When: 9-10:30am, Friday, Dec 3, 2021

Where: Microsoft Teams

Next meeting: January 28, 2022

Attendance: Stephen Suh, Rhonda Goodman-Gaghan, Carlos Duarte, Deborah Pina-Thomas, Suhaan Mehta, Sylvia Mendez, Esther Lamidi, 'Ilaheva Tua'one, David Kocsis, Jesse Perez, Katherine Mack, Tre Wentling, Edgar Cota-Torres, Kimbra Smith, Julie Torres, Heather Albanesi, Sandy Ho, Christina Jimenez, Melanie Fields, Whitley Hadley, Cerian Gibbes, Jorge M. Chavez (External), Carlos Reali (External)

Minutes

1. Welcome and check-ins (9-9:05)
2. Announcements (9:05-9:18)
 - a. Campus Workplace & Climate Survey reminder
 - b. Vice Chancellor of Diversity, Equity, and Inclusion search continues. Two new candidates will 'visit' campus virtually during the week of Dec 6. FMAC members are encouraged to attend, especially during the designated hourlong conversations with DEI committees
 - i. Rame Hanna – Dec 7, 9-9:50am
 - ii. Jesus Trevino – Dec 9, 9-9:50am
 - c. Critical Race Theory: What's the Fuss event recap. Event went very well; good showing and audience participation. FMAC and the Matrix Center will fund stipends for the five panelists. Major thanks to the planning subcommittee and to the panelists and to the Office of DEI of co-sponsoring the event. You can watch the recorded event at <https://www.youtube.com/watch?v=fVcxFz5SynM>
 - d. Student-led movement to increase UCCS staff base pay to \$15, equivalent to Boulder and Denver. Christina Jimenez will keep us updated with any new information.
3. Conversation with Cerian Gibbes, Jorge M. Chavez, and Carlos Reali from Faculty Council Committee for Racial & Ethnic Equity (CREE) (9:18-10:00)
 - a. Interested in bridging gap between DEI committees across CU campuses. Wish to promote more collaboration and a more direct pathway to raise concerns from the campus to system level.
 - b. Suggest having an FMAC member serve as a CREE member in the future to maintain line of communication.
 - c. Reali explains initiatives occurring at CU Denver. Are currently working to initiate a new Critical and Emerging Fellowship Program, an internal fellowship that would support the work of CU Denver faculty.
 - d. CU System Chief Diversity Officer (CDO), Theodosia Cook, stepped down this week. President Solomon will be seeking feedback for the changes people would like to see in this position and office. Search for replacement should commence early next year. Will be important for UCCS faculty to share their thoughts as well as to serve on the search committee.

- i. FMAC members agreed that it would be easier to determine what this office and position need if there were an exit interview with the former CDO. At the least, the CDO role will need to be clear and transparent and will need to help bridge DEI related concerns across all four campuses. Debatable whether or not campus CDOs should “report” to system CDO on a regular basis.
4. Committee name change discussion (10:00-10:25)
 - a. Committee has unanimously voted in favor of name change.
 - b. Options:
 - i. Committee on Racial and Ethnic Equity (CREE)
 - ii. Minoritized Faculty Committee (MFC)
 - iii. Minoritized Faculty Action Committee (MFAC)
 - iv. Minoritized Faculty Action Committee for Equity (MFACE)
5. Creation of department level DEI spaces/committees. (10:25-10:30)
6. Meeting adjourned (10:30)