

**University of Colorado Colorado Springs
Faculty Minority Affairs Committee
Minutes of Meeting—October 21, 2016--10am-12pm**

Co-Chairs: Stephany Rose and Kimbra Smith

Attending: Stephany Rose, Jeff Montez de Oca, Kimbra Smith, Stephen Suh, Esther Lamidi, Anthony Cordova, Maria Sergia Steen, Rhonda Goodman-Gaghan, Deborah Pina-Thomas, Patty Witkowsky; Peter Braza (visitor)

Recorder: Kimbra Smith

Meeting called to order at 10:05 am

Minutes: of 9-23-16 modified (typos fixed) and approved.

OLD BUSINESS

1. Welcome and introductions

2. Updates on FMAC initiatives

a. Following up on Carlos Duarte's inquiry last meeting into what resources are available on campus for those affected by the near-daily violent events taking place nationwide, and Jesse and Anthony's note that the MOSAIC office is not staffed sufficiently to deal with every event, Stephany and Kimbra met with Dean of Students Steve Linhart and Kee Warner to discuss possibilities. Steve agreed to investigate potential spaces on campus. Kimbra requested that they look into spaces accessible to everyone, not spaces where students would need to pay to access (like the dining facilities). Stephany suggested that we build off the already-successful Just Talk model with a motto such as "Let's Talk—I'm Listening," and Steve suggested we might create stickers for office doors indicating that faculty or staff are open to listen to those needing an ear. Kee and Steve also agreed to look into whether we could use window markers to write messages on the glass dividers outside the SLL offices.

b. Discussion of recent and upcoming Provost candidate visits.

c. Question raised via email by Monica Yoo on whether all the colleges should have diversity committees. This is an issue that will be on the campus climate survey coming from the Chancellor's office soon. Stephany noted that even though FMAC has representatives from each college, it might be useful for us to have more in-depth information on what's going on in each college/entity on campus, and for people within each college to have more direct points of contact.

LAS Dean Peter Braza, visiting for part of the meeting, mentioned that after a discussion at a meeting of the Council of Colleges of Arts and Sciences, he had been intending to convene just such a committee. He wanted us to help him come up with a name for it. Dean Braza also noted that at the last Chairs and Directors meeting, Kee Warner had reported on recruitment and retention of diverse faculty.

Discussion of whether such a committee would be redundant or would increase visibility in some colleges ensued, as well as discussion of potential pros and cons of college-specific diversity committees might be. We decided to push this discussion to the end of the meeting if there was time given the number of grant proposals needing evaluation.

d. Stephen and Kimbra reported on a meeting with Carlos Duarte and Max Shulman to discuss the LibGuides on diversity and inclusiveness. Carlos is working on a wiki-type LibGuide that should be more accessible and useful, and that should be able to be modified by users. The KFL webpage will also feature a “reading of the month” on diversity-related issues. More changes are in the works and will be reported at the next meeting.

e. Just Talk series:

DECEMBER: Kee Warner will be working with Martin Garnar and Rhonda Goodman-Gaghan for the December event: several interactive performances by the troupe 600 Highwaymen.

FEBRUARY: Martin and Rhonda are putting together events around a screening of *Hidden Figures*.

FEBRUARY/MARCH: Kimbra and Stephany met with Martin to discuss an event around Beyoncé’s *Lemonade* and other multimedia works centered on both protest and a celebration of black women’s voices and histories. We hope to invite two black women scholars who teach and write on *Lemonade*, Shanna Greene Benjamin and Fadeke Castor.

f. Jeff reported on the New Faculty Reception. Organizers were thanked for their hard work putting it together.

3. Announcements

Jeff noted that RSVPs will be needed for David Leonard’s talk on “The Ethics of Protest in Sport,” to be held Thursday, 11/17, from 5:30-7 pm.

Kimbra announced that a screening of the film *Study Abroad in Africa: Meeting Change-Makers*, followed by a discussion with filmmaker Matt Getze and a panel of faculty, staff, and students, would be held Tuesday, Nov. 15 from 5-7 pm in the 3rd floor apse of the Kraemer Family Library.

Anthony announced that three student organizations (African Students Association, Black Student Union, Latino Student Union) were organizing a Cultural Night for Saturday, October 22, from 5-9 pm.

4. Budget update

Nick Martinez is not here. Stephany inquired into costs of the FMAC New Faculty Reception; Anthony reported that we were well under the \$1000 we had allotted—around \$720 total. We will update the budget more precisely at the next meeting. Stephany also noted that we will be spending approximately \$1000 on the faculty grants.

NEW BUSINESS

1. Faculty grants

The remainder of the meeting was spent assessing the grant applications, of which there were eleven. After deliberation and discussion, the committee decided to award grants of \$200 each to five applicants.

The meeting was adjourned at 12:30 pm.