

## Minutes

Ethnic Diversity Committee Meeting (EDC)

Meeting #1 August 27, 2020

In attendance: Tom, Carlos, Craig, Gabriel, Charles, Sneha, Kemi.

1. **Welcome to our new members!** Dr. Sneha Thamocharan, from the Department of Psychology, and Dr. Kemi Ajayi, from the Business School, are joining our committee. We're very glad to have their experience and perspective added to our own!

2. **"Purple Ink" Protocol**

The Denver Post recently described CU's attempt to stifle speech on a range of topics including COVID19 Science, Health Insurance, DACA, Climate Change, Academic Freedom, LGBTQ+ and "Race Relations." This protocol mandates a "measured," "evenhanded," and "purple ink" approach to communication that "cascades" down to "colleges, schools, units, etc." and requires the President's Office be notified of a campus communication on such issues 24-48 hours in advance of dissemination. The administration's claim that this does not impact faculty is misleading at best, given that the protocol regulates the speech of our academic leaders and given its intent that this approach "cascade" to "colleges, schools, units, etc."

- Faculty Council has notified President Mark Kennedy, Chief Diversity Officer Theodosia Cook, Vice President for Academic Affairs Michael Lightner, and Vice President for University Communication Ken McConnellogue, by email, that they reject any attempt by the President's Office to suppress the speech of colleges, schools, and units as well as individual faculty, staff, students, and administrators. As a consequence, they ask that this protocol be rescinded (a copy of this email will be forwarded along with this agenda).
  - A few committee members express the recoil effect this measure is having on all four campuses and how this is not the first time we have gone through this.
  - President Kennedy has tried this before in his previous post in ND and it did not work so some believe he is trying to implement this same practice here throughout the CU System.
  - This issue is about a violation of faculty's academic freedom.
  - ***Should EDC support Faculty Council in this effort?***
  - ***Carlos motions to support this letter, Craig seconds, all in favor.***
3. **Chancellor Mark's "Commitments for Action" on Diversity and Inclusion.** Chancellor Marks has committed to the following actions over the course of the 2020-21 academic year, as regards issues of equity and eliminating racism and injustice: <https://www.ucdenver.edu/about/leadership/chancellor/equity-and-racial-justice/commitments-for-action>. Per the Chancellor, these steps will allow CU

Denver to set a cultural tone and to move forward toward becoming an even more socially and racially just academic institution. They are intended to complement programs and activities of this nature that are already in place. Some of the actions are slated for early fall and others will take longer to implement, but the Chancellor expects they will have a cumulative effect, and taken together, evolve CU Denver toward a better, more equitable future for all.

- One of these actions, to be completed by the Chancellor by Sept 30, 2020, is as follows: “I will relaunch a national search for the next vice chancellor for diversity and inclusion by mid-August. Currently the role reports to the provost and supports both CU Denver and the CU Anschutz Medical Campus. However, after discussing with Chancellor Elliman and Provost Nairn how we can best drive meaningful change and accomplish ambitious goals on both campuses, we have concluded that each campus needs focused leadership on this issue. At CU Denver the position will report directly to the chancellor and will have *equity* added to the title: Vice Chancellor for Diversity, Equity and Inclusion (DEI).
- Should we invite the Chancellor to meet with us, regarding the above action and the others indicated, given their exceptional relevance to EDC’s work?
- The committee agrees that we should have Chancellor Marks participate in one of our upcoming meetings, it was also suggested that someone from this EDC could become a member of the search committee for the vice chancellor for diversity and inclusion position. We have committee members who would gladly volunteer.
- We will draft a list of questions from the committee members to share with the Chancellor.
- We need to discuss the involvement of this committee in helping fulfill these goals set by the Chancellor plus a faculty representation factor.

#### **4. Availability of Laptops and Internet Access for Students**

A quick update on our and the Faculty Assembly’s resolution to the Chancellor regarding the lack of laptops and internet access for a significant number of our students (a copy of this resolution will be forwarded along with this agenda).

- After receiving our resolution, the Chancellor forwarded it to Erika Larson, Executive Director of Student Success Initiatives (SSI) at the Provost’s Office. SSI has been serving as the main point of contact for students that are in need of laptops and internet access, and they will continue to do so throughout the fall. They will provide either a laptop, or “direct students to the resources most applicable to their situation.” Between them, the Auraria Library, and CLAS, there are 132 laptops and 27 hot-spots available for students to check out or borrow on campus. At present, our students are eligible for 2 months of free internet access through Comcast and Spectrum, though there is some indication this may be extended to one year.
- On July 9, 2020, Tom emailed Erika asking how her office is determining the technological needs of our students, and what internal and external resources

they might be using to supply those needs? He also asked what efforts they were undertaking, if any, to build partnerships with one or more computer manufacturers; with Comcast, Spectrum and/or other internet service providers; and/or to request grant funding or charitable contributions (as mentioned in our resolution)? Lastly, he asked if EDC or the Faculty Assembly Executive Committee could be of any assistance to them with these efforts, and if so, in what way? Erika never responded to this email, despite Tom's repeated attempts to contact her. Tom will continue to reach out to her, and if need be, to the Chancellor.

- Tom met with Michelle Larson-Krieg, on Staff Council, to ask that they support our resolution. They will consider doing so at a future meeting. Michelle told Tom that she had been in touch with Erika, and was convinced that SSI was doing everything they could to acquire laptops and internet access for all students who need them.
- We will contact the different representatives of the student resource offices to see if they have new resources available or if they know of any new programs available to our students.

## **5. Other**

- a. When meeting Chancellor Marks other committee can be present or we can share information with these other committees.
- b. Sneha wanted to know the status of our previous committee statement (drafted and sent during this past summer) and was wondering if any new status/statement was issued. Tom had yet to hear any news in relation to this statement.
- c. Sneha voiced her idea of making it a committee goal to collaborate and support the Ethnic Studies Department in every way we can, which we all agree with and will continue to do so.

FA - Ethnic Diversity Committee Meeting (EDC)  
September 22, 2020  
Minutes

In attendance: Tom, Carlos, Gabriel, Brian, Sneha

Approval of previous minutes:

**Welcome to our new member!**

Brian Delevie, Associate Professor from Visual Arts, is joining our committee. We're very glad to have his experience and perspective added to our own! Welcome to the committee Brian!

- Are there any questions Brian has regarding EDC's work up to this point?
  - No questions.

**Racial Abuse of Faculty**

On September 4<sup>th</sup> Chancellor Marks sent the following email to the CU Denver Community: "I am writing to alert you about a recent incident in which a student made an offensive statement during a class about the instructor teaching a CU Denver math course via Zoom. We are reaching out to the instructor, the student, and other students who have been impacted. This type of racist behavior has no place on our campus. It erodes who we are and what we stand for. In my listening tour, I have heard many demonstrate pride and speak directly to the CU Denver values of respect, dignity, and acceptance. We must reject hatred and use our levers of education, open dialogue, and resolve to create a more equitable and belonging climate at CU Denver. This event reinforces the fact, yet again, that we must work harder to eliminate racism in all forms. As I mentioned in my [July 20th email](#) to you, I am committed to leading us to a more just, inclusive community that embraces the power of diversity.

I want to acknowledge and thank the students in the class for their courage in sharing the incident, which raises our awareness of these types of behaviors and enables us to address them quickly".

- Do any members of the committee know any specifics about the situation described above, and if so, would you be willing to share those with the committee?
- Since the offensive comment in question is described as racist, it should directly concern the EDC.
- EDC has heard and read about instances of racial abuse of faculty by students in the not so distant past.
- **Comments? Questions? Concerns?**
  - Tom asks that if any EDC members know of any other such instances that have happened recently to share them with the committee so he can forward them to Chancellor Marks. He also asks that members reach out to their departments to ask their colleagues if other such instances have occurred, and if so, to report them to the EDC.

- Carlos shared an FCQ comment included this past spring 2020 semester where a student under anonymous submission wrote “Please go back to your country and teach there.”
- Brian mentioned that CAM has a specific policy regarding their curriculum and student-faculty interaction or academic freedom rights.
- We should ask departments to share any racist/discriminatory instances experienced by their faculty.
- What awareness do departments have of these instances? What is being reported?
- Sneha asked when will the ‘inclusion’ statement be included in our FCQs?
- Separate issues but with plenty of correlation and intersectionality.
- Create a Qualdrics account to have anonymous reports from faculty members. We would collect 100% anonymous data, not even IP addresses. Sneha will create the Qualdrics account along with Tom and then the committee will vote and share ideas and suggest edits along with the questions we want to add.
  - Unanimous initial vote to go ahead with this initiative.

### **EDC Members Serving on the Search Committee for the Vice Chancellor for Diversity and Inclusion.**

Three members of the EDC have expressed interest in serving on this committee. Michael Zinzer, Chair of Faculty Assembly, has provided us with the following update on that committee’s membership:

- Michael has checked with leadership and gotten word that chairs for the search committees haven’t been named yet, and faculty representatives haven’t been selected.
- Michael lobbied strongly and specifically for our committee nominees and was assured they’ll get every consideration. He also lobbied for them to select more than one of our members for this new committee, but he believes the odds of that happening are not high.
- Lastly, Michael asked our three interested committee members to prepare a brief statement outlining why each would be right for the position.
- Can we ask Michael if there is a more realistic chance to have one committee member (elected by the committee) be part of this search committee or if all volunteers should send their statements. Tom will email Michael.
- We may recommend and consider, if electing one representative to the search committee, that this member can add to the diversity of the search committee.

***Are any other members of the EDC interested in volunteering to serve on this committee?***

### **Other**

Land Acknowledgement Resolution supported by Faculty Council  
Chancellor Marks committee meeting invitation for the near future.

## Agenda

Ethnic Diversity Committee Meeting (EDC)

February 1, 2021

### AGENDA ITEMS

**1. Dr. Antwan Jefferson, Chair of the [Equity Task Force \(ETF\)](#).**

- Dr. Jefferson will be joining us for the first 30 minutes of our meeting.
- ETF has developed Action Teams (made up of students, staff and faculty) to dive deeply into the following key areas: People, Curriculum, and Environment. Additionally, there are 3 Action Teams that provide resources to the aforementioned teams. They focus on Policy, Data, and Exemplars.
- Dr. Jefferson has proposed that EDC connect in some way to the Action Teams on People and Curriculum.

**2. Approve December Minutes**

**3. EDC Survey of Faculty and the CU System-wide Campus & Workplace Culture (CWC) Survey**

- CDO Theodosia Cook and her colleagues are formulating a CU System-wide Campus & Workplace Culture (CWC) Survey. This will include questions related to diversity and inclusion. The EDC voted previously that Tom should reach out to Theodosia to request that we have some input in shaping the questions in the CWC to reflect our concerns. While Tom has reached out to her repeatedly to ask for more information on the CWC, to tell her of our interest in possibly providing input on it, and to ask her for the timeline for its completion, he has yet to receive a clear response! ***Given the unknown the status of the CWC, and the EDC's ability to provide input on it, should we continue to work on our own survey?***
- Sneha formulated a short list of possible survey questions that she shared with the committee at our October meeting. Based on EDC member suggestions at that time, she reworked those and will resubmit them to the committee. ***Is Sneha prepared to share those with us today?***

**4. Brenda Allen's Climate Survey**

Tom has reached out to Dr. Brenda Allen (former Vice Chancellor for Diversity & Inclusion), CDO Cook, and Ken McConnellogue (Vice President for Communications), to ask for the results of a general climate survey conducted by Dr. Allen and her office within the last few years. Unfortunately, none have access to these results! Tom has also reached out to Michael Lightner (Vice President for Academic Affairs) to see if he has it, and he has yet to respond. ***Given the issues with gathering this information, and the University's frequent inability to appropriately archive data collected and decisions made, Tom has doubts that EDC will be able to find or access this information. He will continue his attempt to acquire it, nevertheless!***

**5. Insurrection and the Attack on the U.S. Capitol**

Have your colleagues or students expressed concern about the attack on the Capitol by White Supremacists, and if so, do you feel this concern is persistent and intense enough that the University should take some kind of action to address these concerns?

- ***If the answer to the above question is “Yes”, what possible ways could the University take action and how could the EDC encourage that action to be taken?***

**6. Other**

## Agenda

Ethnic Diversity Committee Meeting (EDC)

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**6. Other**

Ethnic Diversity Committee Meeting (EDC)  
February 1, 2021  
**Minutes**

In attendance: Tom, Carlos, Gabriel, Charles, Sneha, Kemi, Brian, and Lucinda.

Absent: Anthony.

**1. Dr. Antwan Jefferson, Chair of the [Equity Task Force \(ETF\)](#).**

- Dr. Jefferson joined us for the first 30 minutes of our meeting.
- ETF has developed Action Teams (made up of students, staff and faculty) to dive deeply into the following key areas: People, Curriculum, and Environment. Additionally, there are 3 Action Teams that provide resources to the aforementioned teams. They focus on Policy, Data, and Exemplars.
- Dr. Jefferson has proposed that EDC connect in some way to the Action Teams on People and Curriculum.
- Antwan explained the mission of the equity taskforce. How it was formed and to what purpose. 14 members total. 6 action teams. Two-prong approach. It is one of the eight vision teams for the University. Timeline includes final report in April 2021 with Chancellor Marks' presentation to the Regents.
- Brian is involved in the curriculum taskforce. Brian is concerned with how much oversight and implementation the EDC committee and the taskforce can/will have.
- Charles is involved in one of the action teams. Strategic view of the campus "We want in 2030." What will UCD be in 2030?
- Antwan further explained a possible EDC connection with the people area/action team in relation to the taskforce. Any available survey data or any available background data.
- He explained how this committee can become a resource into implementation both short and long term of these new task force proposals. The task force does have influence in allocating certain monetary resources to different goals.
- Sneha, discussed about the task force groups, women of color initiatives, and how many of these commitments are scheduled in the mornings (including the DEI Certificate classes) which can be conflictive with service obligations, research, and family life in many ways. She feels being left out and expressed her frustration with this specific issue.
- Charles seconds how important these issues discussed by Sneha are and how they can also affect their promotion and tenure path.
- Brian expressed his observation of not having as many tenured professors in the task force breakout groups as he would have expected. He discussed the amount of staff and students included as being disproportionate.
- Tom suggested sending him any questions and he would pass those along to Antwan.

2. **Approve December Minutes.** Motion to approve: Lucinda. Second: Sneha. All in favor.
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  - The EDC voted previously that Tom should reach out to Theodosia to request that we have some input in shaping the questions in the CWC to reflect our concerns.
  - While Tom has reached out to her repeatedly to ask for more information on the CWC, to tell her of our interest in possibly providing input on it, and to ask her for the timeline for its completion, he has yet to receive a clear response from Dr. Cook's office or staff!
  - ***Given the unknown the status of the CWC, and the EDC's ability to provide input on it, should we continue to work on our own survey?***
  - Sneha formulated a short list of possible survey questions that she shared with the committee at our October meeting. Based on EDC member suggestions at that time, she reworked those and will resubmit them to the committee.
  - Sneha proposed making sure we add questions that are sometimes forgotten, overlooked, or not as "popular" as other dealing with different but equally important issues and populations.
  - Should we go forward with our own survey?

## **Agenda**

Ethnic Diversity Committee Meeting (EDC)

March 12, 2021

### AGENDA ITEMS

#### **1. Chancellor Michelle Marks!**

- The Chancellor will be joining us for the first 45 minutes of our meeting.
- There are any number of questions and concerns we can share with her, but the following are a few topics that we may (or may not) wish to discuss:
  - Recruitment and retention of students, faculty and staff of color.
  - Promotion of faculty of color.
  - Campus climate for people of color.
  - Collaboration, or the lack there of, between DEI officers, committees, task forces, etc. in the University environment.

#### **2. Approve February Minutes**

#### **3. Expanding EDC Meetings from 60 to 90 minutes in the Fall 2021 Semester.**

- We often run out of time to address all the issues we need to cover within our current 60 minute format. To better achieve our mission, expanding our monthly meetings to 90 minutes may be in order!
- What are the committee member's questions and/or concerns about this proposal.

#### **4. Other**

## **Agenda**

Ethnic Diversity Committee Meeting (EDC)

March 12, 2021

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#### **2. Approve February Minutes**

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- What are the committee member's questions and/or concerns about this proposal.

#### **4. Other**

Ethnic Diversity Committee Meeting (EDC) – Spring 2021

**Minutes**

Meeting #2 March 12, 2021

Attendance: Tom, Carlos, Charles, Sneha, Gabriel, Brian, Lucinda.

Absent: Anthony and Kemi.

AGENDA ITEMS

**1. Chancellor Michelle Marks!**

- The Chancellor will be joining us for the first 45 minutes of our meeting.
- EDC committee introductions.
- Chancellor opening comments: her background and her passion for high quality and access to higher education. Obligation of higher education to equity and fairness. The need to show others how it is done. Her goal for national recognition and leadership for the school and in DEI efforts. She mentioned the Equity Task Force and a few general goals. We need to look at ourselves and understand the changes needed. Civil disagreement can happen, but we still need to diversify our faculty, staff, and student populations.
- Questions and comments from EDC members and Chancellor Marks:
  - Charles, as an institution we recognize our shortcomings. How do we move forward? How do we become a better institution and humanizes who we are as human beings? Scholarship ideas, for example, in the name of some of the past local/national victims. The importance of our local culture. Another suggestion from Charles is about infrastructure for international students and scholars. What about our goal to become a global campus?
  - Carlos also voiced his support for Charles' points. The Chancellor would like to start mapping the options to better this infrastructure and the different opportunities. She gave several of her own examples of study abroad stories and how beneficial it is to go beyond our usual thinking and understanding about the world.
  - Gabriel talks about a globalized perspective, but many American students may not be "globalized" themselves. Where is the funding for diversity issues coming from? The Chancellor discussed a brief history of higher education, and the lack of state funding and how it falls on our own shoulders sometimes. States and Feds stopped investing and tuition went up. The fight is on legislatively, CO is 47th in higher education funding. We need to diversify our revenue, programs at a national level will bring benefits, we also need to get better with philanthropy. HSI designation status and maintenance.
  - Charles is excited to hear the Chancellors' comments. He likes being more "aggressive" with this funding. We, as faculty, can greatly contribute as well, we have social/professional networks that may prove to be very useful and influential.
  - Sneha discussed fellowships and funding sources that can be achieved, but we need to have better support for these opportunities. Her second comment relates to the Chancellor's commitment to DEI but how can we prolong the influence of these groups?

How can we bring these groups together? Creating synergy and maintenance. The Chancellor commented about the plans for grant writers and grant support, bringing the expertise from around the university, project sponsors, and helping the school. Taking advantage of these groups is of great importance and the new VC of DEI will be crucial in connecting these groups together and keep the momentum. Complete transparency for the report from the Equity Task Force, it will not be filtered. The report will be public.

- Brian's concern structurally we do not make some of those decision. He expressed his concern of "waffling" as a campus. It is a complex environment. The Chancellor spoke of her track record and having the right leadership. We are ready, she knows what we need, she listened to many of the UCD community members. She is here to do that job and getting the leadership work aligned.

## **2. Approve February Minutes**

- a. Motion to approve: Carlos. Second: Gabriel. In favor: all.

## **3. Expanding EDC Meetings from 60 to 90 minutes in the Fall 2021 Semester.**

- We often run out of time to address all the issues we need to cover within our current 60 minute format. To better achieve our mission, expanding our monthly meetings to 90 minutes may be in order!
- What are the committee member's questions and/or concerns about this proposal?

## **4. Other**

- Planning of FA EDC retreat for Summer 2021.

## **Agenda**

Ethnic Diversity Committee Meeting (EDC)

April 5, 2021

### AGENDA ITEMS

**1. Faculty Council Committees for Racial and Ethnic Equity (CREE)**

- The co-chairs of CREE, Jorge Chavez and Naomi Nishi, will be joining us to provide an update on their committee's work, to ask about our work, and to discuss how EDC and CREE might collaborate. They will be with us from 2:00-2:30.

**2. Equity Task Force (ETF)**

- The co-chairs of the ETF, Antwan Jefferson and John Ronquillo, will be joining us to provide an update on ETF's work and to hear our questions and suggestions. They will be with us from 2:30-2:55.

**3. Approve March Minutes**

**4. Other**