Faculty Assembly Ethnic Diversity Affairs Committee
December 11th, 2015 Minutes

Attendees: Carlos Reali, Peter Stoltzman, Farah Ibrahim, Vera Gao

1. Three present member approved the October minutes. Peter volunteered to take the minutes.
2. Farah reported on with the Ethnic Diversity Faculty Focus Group research. She is looking for funding, and planning to pursue IRB approval in December 2015.
   a. Are members of the committee willing to run Focus Groups? Three members present agreed that they would be willing to assist with running the focus groups.
   b. Goals: identify recommendations regarding how CU can provide a more supportive environment for ethnically diverse faculty?

Farah also shared that she met a faculty member from UNC—Betty Cardona at a training held at UCD. Dr. Cardona shared her interest in collaborating on the research on identifying the needs of ethnically diverse faculty after hearing about the EDAC project. She has expressed an interest in running a parallel research project at UNC. If these two projects are successful Farah and Betty are considering a potential national research project. This research project is currently a joint project with the CU Denver Faculty Council EMAC, and Dr. Viesca is working on the project with Farah and Vera. Farah noted that some of the issues identified by the EDAC members in October are being incorporated into the questions for the focus groups, e.g., (a) questions about ethnically diverse faculty hiring? How to attract or prioritize hiring of ethnically diverse faculty, (b) is faculty getting support from other units on campus such as EOP and the global education offices? (c) identify efforts by the university to support diverse faculty who teach socially sensitive subjects? Is there adequate programming on campus to address socially sensitive issues?

3. EDAC Members brainstormed on ideas generated in the October meeting for events or projects, these included:
   i. Identify key variables to support ethnically diverse faculty—field of study/research, college-sponsored social activities (activities/events, are faculty attending, does the activity/event promote social interaction?)
   ii. Examples of large events:
      1. Diversity event in Stapleton in 2014
      2. Diversity conference in 2015 Spring on Auraria campus

4. Next meeting will be held on February 19, 2016.

5. Adjournment at 11:00 a.m.