Minority Affairs Meeting Minutes
Tuesday October 8, 2013
10:00 a.m. – 11:00 a.m.
Auraria Library Friends Conference Room

Attendees: Akihiko Hirose CLAS; Benom Plumb CAM Charles Musiba CLAS; Craig Sisneros Business; Denise Pan Library; Ji Chen Business; Farah Ibrahim SEHD; Philip Joseph CLAS.

Meeting Agenda
1) Meeting minutes
   a) Review of September 2013 Minutes. No changes. Minutes Approved.
2) Updates from
   a) Faculty Assembly
      i) Chair of FA would like to formalize procedures and have all committees work on operating procedures. FA is working on organizing how FA works with administration; making the BPC Chair the Treasurer of FA; and establishing New Faculty Recognition Program to give recognize faculty who are going above and beyond typical expectations for service.
      ii) VCAC (Vice Chancellors Advisory Committee). Bylaws and authority are unclear and possibly unapproved. FA would like to stay on top of developments so that FA can have a voice in the process.
   b) Faculty Assembly Chair and Executive Council (re: MAC Committee Status)
      i) Working on making sub-committees full committees of the FA. This will require a re-write of bylaws. One hurdle is the FA budget which BPC is working on. They would like us to attend a meeting with Dr. Allen and other sub-committee chairs.
   c) Ethnic Minority Affairs
      i) Main project- sponsoring a speaker to talk about retention. Event is November 8th in Boulder. The speaker is Estella Bensimon from USC and is the founder of the Equity in Excellence Project.
   d) Equity in Excellence Project
      i) Craig and Omar participating representative. They will meet October and will report next meeting.
3) MAC Operating Procedures
   a) Question received: Is the committee only focused on faculty and students or does any of our work also pertain to staff?
      i) Will update procedures to include faculty, staff, and students as appropriate.
   b) Further discussion and review latest draft
      i) Motion to approve draft with discussed changes and send to FA for review. Approved unanimously.
4) MAC Goals  
   a) Review some past goals (see below)  
   b) Goal for this year and long term (see previous suggestions from March 2013 minutes)  
      i) Retention of under-represented minority faculty seems to be the natural direction to focus on for the next year or more.  
         (1) Teaching evaluations.  
         (2) Cultural taxation.  
         (3) Brainstorm other ideas related to retention.  
         (4) Qualifications.  

Next Meeting: November 12th, 2013 (Note: Denise will be absent, Craig will chair meeting) in Auraria Library Friends Conference Room
Summary of MAC Activities (2008 to present)

The Minority Affairs Committee (MAC) reviews, evaluates, and recommends on policies and practices that affect underrepresented faculty and students. Over the years, MAC has sponsored various events that highlight issues and concerns relating to diversity and inclusion. For example, MAC organized a debate on the defeated anti-affirmative action Amendment 46 in 2008; coordinated the Crisis of Inclusion in Higher Education symposium in 2009; participated in the Global Cities lecture series which brought Denver Public School students from Montbello High School the Auraria Campus; and arranged a Family, Community, and Empowerment discussion series with the University of Colorado System Faculty Council Ethnic Minority Affairs Committee.

In 2011, MAC sought to extend their efforts beyond educational lecture series. Instead they intend to identify and contribute towards campus needs. As an alternative to the online surveys that have been used to gather information on diversity, MAC wanted to engage directly with students and faculty colleagues. During the Inclusion Dialogues, MAC employed focus group methods which allowed participants to share their views and shape opinion. The goal was for participants to feel more empowered than when they answer multiple choice questions on a survey. This approach was adapted from the CU Dialogues Program at the University of Colorado Boulder which aims to promote communication across social, cultural and power differentials and foster mutual understanding through the open sharing of experiences and perspectives.

The primary goal for MAC is to support initiatives that promote the academic and long term success of underrepresented faculty and students. The committee members’ efforts are reinforced by Priority 5 of the UCD Strategic Plan which states: *UC Denver acknowledges that it has a special responsibility to address the unique educational needs of diverse high school students in metro Denver and, in particular, those talented students who choose to stay in Denver and seek a university degree...to take the university to higher level inclusiveness by recruiting, retaining, and graduating a diverse student body...by recruiting and retaining a diverse workforce...and by communicating strongly and consistently a commitment to diversity and a culture of inclusion.* This area of focus has been identified as high priority in nearly all of MAC discussions with people on campus and in the community.

In spring 2012, MAC was granted $1,700.00 from the University of Colorado Denver President’s Fund for Faculty and Staff Development and Support to sponsor promotion and incentives for attendee participation at three Inclusion Dialogues events. Specifically, the grant paid for printing flyers; purchasing flash drives with a bibliography of selected Inclusion/Diversity in Higher Education electronic resources available from the Auraria Library; and catering event lunches. Focused on gathering and relaying different perspectives on student inclusion and retention, MAC has hosted three events:

- Student focus group on February 23, 2012
- Faculty/Staff focus group on April 25, 2012
- Administrators discussion on February 20, 2013

The Executive Summaries from these Inclusion Dialogues are posted on the [MAC webpage](http://example.com/macpage).