

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.