

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 4th 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.