

UCDALI/Equity Task Force Meeting

4/8/21 2pm

In attendance: A. Jefferson, J. Roquillo, V. Shyu, J. Fox, M. Barla, D. Debay, L. Fried, E. Baker, N. Nishi, J. Bihun, L. Potter

Task force requested meeting with UCDALI

How might University improve its vision as an inclusive environment

One of 8 vision teams focused on Equity, Diversity and Inclusion—EDI, with equity the lead

Equity Task Force—started as 17 members last Fall, now have 120

Data, Policies, Examples of Good Work, Curriculum/Social Environment contributing to equity work (race and racial justice but also ability levels, gender, salary compression, intersectionality, sexual orientation identity, etc)

- Action teams made recommendations to task force
- Task force creating a vision statement for 2030 (nearing end point of March/April)
 - Asking for a more sustainable body for Equity Task Force beyond this point
 - Community Conversation with Chancellor Marks and DEI Director, Antonio Farias next Thursday, 2-3pm;
https://ucdenver.zoom.us/webinar/register/WN_Rcb38eS3T2yjDIKxJFhMTg
 - ZOOM ID:

J. Roquillo: opened group to faculty, staff, students from around university to help gather information

- For example: are exit interviews done? Are Faculty of Color leaving at concerning rates?
- Split task force across 8 autonomous action teams—teams conceptualized issues, gathered own data
- “Equity Audit”---helped task force understand how people at university felt
- In addition to Equity Task Force, AJ and JR also chairing strategic planning group
 - Providing road map (still being finalized) in implementation and guidelines for when actions should be undertaken
 - Being as ambitious as they want to be, though not always getting what one wants

Vision Statement draft: “CU Denver aspires to be the exemplar equity serving institution. Here, we courageously humanize our systems and policies to foster a diverse, inclusive, and equitable campus dedicated to the success of every member of our community. We actively identify and eliminate barriers caused by social, racial, and economic injustice as well as those caused by the privileging of dominant forms of knowledge and ways of being (evident in whiteness, racism, heteronormativity, ableism, and other forms of discrimination). We endeavor to create and sustain a culture of belonging for all.”

How will this be operationalized? Strategies, for example

Performance: goals are to acknowledge this is a dynamic concept

One Goal--Redefine Success: CU Denver's commitment to equity, diversity, and inclusion (EDI) prioritizes, informs, and incentivizes the evaluation and definition of student, faculty, and staff success. By empowering our inclusive excellence, we unlock the potential for everyone to succeed.

Strategies—success coaches, etc.

CU System office gave CU Denver \$1 million in 2020; EDI needs to allocate some of those resources

Nishi—the need for deep education, particularly around race, racism and racial justice

--how can lecturers be engaged and compensated to do this (paid only for a class)?

University structure decentralizes hiring requirements to units—so every unit may do things differently, expect different things of lecturers

How can we operationalize vision? EDI module dropped into a lecturer's Canvas shells

Where is data on lecturer diversity?

- Ethnic, gender, race, hours taught—not a centralized reporting structure any where
- Policy for IRC titles has been put off by higher levels of Regent Law a couple years ago
- EPEWA—new IRC positions need to be posted

One area that shows promise: EDI Task Force could continue on and meet with other groups like UCDALI
I thinking about sustainable, campus-wide solutions

For example—working on lines of IRC promotion (like from instructor to CTT, etc)

There are recommendations in road map about:

- Coaching
- Job sharing, etc
- Continuing EDI group moving forward

Positive Exemplars:

Oregon State: outside groups working with university for hiring/training/etc

<https://leadership.oregonstate.edu/president/reports-and-initiatives/diversity-hiring-initiative>

Albion College: Blueprint for Belonging; Campus Climate/cultural component

<https://web.albion.edu/about-albion/office-of-belonging>

https://connections.cu.edu/sites/default/files/2019_05-09_fac-cncl_eie-taskforce-recomm.pdf

