



University of Colorado **Denver**



FA - Ethnic Diversity Committee (EDC) Meeting

December 1, 2023

In person meeting, Auraria Library room 118Q

Minutes

In attendance: Tom, Carlos, Kemi, Charles, Lucinda, Gabriel, Vivian, Richard and Lisa.

Absent:

Meeting started at 1:16 PM

New Business:

1. October & November Minutes: Approval for Oct & Nov 2023 minutes: Gabriel motions, Richard seconds. All in favor.

2. School of Public Affairs (SPA)

You will recall that Tom and Carlos were emailed by our friend and colleague, Vivian, about her and her colleague's concerns about the ongoing issues at SPA and the Provost's reaction to them (Tom forwarded this email to everyone on the EDC). Since Faculty Assembly (FA) will be working with the Provost over the next few months to address the various issues that led to its consideration of a censure motion against him, Tom suggested to the FA chair (Sasha Breger Bush) that it add Vivian's concerns (which are also shared by many Criminal Justice faculty) to that list of issues, as they deserve immediate and urgent consideration.

- At our November meeting the EDC formally endorsed Tom's request that Vivian and the Criminal Justice (CJ) faculty's concerns be added to that list of issues.
- Charles and Tom met with Vivian and her CJ colleague Melissa Tackett-Gibson to gather additional details about their concerns, and to discuss alternate means for addressing these problems.
- Tom met with Sasha to formally request, on EDC's behalf, that FA consider how to best address these concerns. She was unsettled by the possibility that doing so would be beyond FA's scope, since it could be interpreted as an internal matter at SPA (which normally FA would not deal with). To address this, she asked Tom to email the other members of the FA Executive Committee to ask for their opinions on the matter. Tom is working with Vivian and Melissa to formulate that email (Tom wants to make sure the email fully reflects the outlook of CJ faculty).
- These issues are directly related to UCD's strategic plan, the Equity serving institution goals. This matter needs to be taken seriously, especially as threats and dismissal has been the result thus far.

3. Provost Nakuma, Chancellor Marks, and University Administration.

As mentioned above, FA will be working with the Provost until February of 2024 to address the various issues that led to its consideration of a censure motion against him. Many members of both FA and EDC have expressed the opinion that the issues in question go beyond the Provost alone, and should be directed to and dealt with by administration in general, including and especially the Chancellor. In Tom's opinion, this is how FA will approach its interactions with the Provost and administration in the next few months.

- Does EDC want to add any additional issues to this conversation between FA and administration (aside from those mentioned above regarding SPA)?
 - Hiring lines, systemic issues, DEI funds commitments.

4. Critical, Emerging Issues Speaker Series Selection Committee

As you will recall, the EDC has volunteers for five of the six members needed for the selection committee for our speaker series!

- Carlos and Tom will serve as the two faculty members.
- Anne Beard (Business Services Professional, Sociology Department) will serve as the staff member.
- Joanna Kaye (Anthropology Department) will serve as the student member.

However, we have been unable to find a community member, though we had several promising prospects. It has been several months since our speaker series proposal was submitted, approved by FA, and then by the Chancellor. The longer we wait to implement it the greater the likelihood university administration will lose interest in it and reallocate the resources necessary to support it to other initiatives.

- That being a possibility, Tom proposes that the EDC proceed with the selection committee as is, minus the community member. This may have to be approved by administration, but Tom does not anticipate their objection. Does EDC support this change?
 - EDC unanimously approves removing the community member position for this selection committee.
 - One possible first topic could be about student mental health. Unhoused students. Faculty, staff, and students without childcare options.

5. Other

Meeting ended at 2:35 PM