

Colorado College
Diversity and Equity Advisory Board
May 3, 2019
1:30-3:00 pm in Tutt 108-109

Members present: Jessica Kisunzu, Karen Roybal, Andreea Marinescu, Jan Edwards, Megan Rhodes, Amairani Alamillo, Heather Kissack, Paul Buckley, Barbara Wilson, Manya Whitaker, Steve Lawson, Bethany Grubbs

Members absent: Melanie Alexander

Agenda Block 8

- I. HR updates on workplace excellence
 - a. One recommendation that came out of the Spring Conference table topics was to focus staff council lunches on diversity and inclusion topics.
 - b. For staff evaluations this year, Human Resources worked on an auto-generated email that went to supervisors that included all of the Excel@CC classes the staff member completed in the last five years (including Good to Great). This can help staff target their future professional development.
- II. DEAB Recommendations for faculty searches
 - a. Include recommendation that searches ensure DEAB's role
 - i. Members discussed whether a representative of DEAB or all of DEAB should receive and review advertisements for tenure-track faculty positions and reports at the end of all searches, as currently stated in the Faculty Handbook and the Faculty Recruiting Handbook.
 - ii. How should DEAB go about evaluating advertisements for faculty positions?
 1. In the last few years the college has added language in our job ads in addition to the Equal Employment Opportunity statement that invites inclusion.
 2. Sometimes the language of the ad itself (within a discipline) can work against diversity efforts, and that could come up within the DEAB evaluation.
 - iii. For this recommendation to be effective, DEAB needs to establish a path of communication with the Dean's Office. The co-chairs will reiterate the importance of adding the Dean of the Faculty to DEAB in their upcoming meeting with President Tiefenthaler and in the year-end report to the FEC.
 - b. Accessibility
 - i. The Director of Human Resources will check that applicants are asked about accommodations on their application and that they are given someone in HR to contact regarding those accommodations. The CC employment page directs applicants to contact HR should they need a reasonable accommodation. HR is committed to including more information for search teams about ADA requests and how to handle them.

- c. Information for search committee chairs and search committee members
 - i. Take out the word “special” before accommodations.
- III. CC Anti-Racism External Review report as it pertains to DEAB
- a. Faculty/staff recruitment and retention
 - i. Including the Dean of the Faculty or the Provost on DEAB may help promote accountability and increase DEAB’s authority.
 - ii. Members discussed the Riley scholars program and the lack of a clear path to tenure for these positions. Under Dean Victor Nelson-Cisneros, there was a specific policy for how the Riley scholar program worked; now there is no policy, and often Riley scholars are treated as visitors and are not hired.
 - iii. It was recommended that we revisit how we use and engage with the consortium for faculty diversity and NCFDD.
 - iv. Members discussed DEAB’s potential role in the promotion of faculty. Across higher education institutions, faculty members whose scholarship or teaching areas center around diversity are often disadvantaged in the tenure and promotion process. As a check to this, a tenured faculty member on DEAB could review FEC’s summary of a file and write to the Dean regarding any potential bias.
 - v. One member recommended that DEAB work more intentionally with the director of the Crown Faculty Center to develop comprehensive professional development programs around issues of inclusion, race, and diversity.
 - vi. The college is searching for a new Senior Talent Acquisition Manager, creating an opportunity to hire someone who is honed into diversity and inclusion initiatives.
 - vii. It was suggested that in the future, DEAB cultivate a list of professional development opportunities for learning about diversity and inclusion. There are conferences, workshops, and trainings specific to these topics, and many people do not come into their position with this knowledge.
 - 1. When we send staff or faculty to conferences, it can be helpful to have a reflection guide or someone to debrief with.
 - a. For example, staff members within the student life division went to a social justice conference as a cohort and could debrief and reflect with each other.
 - b. As another example, Academic Impressions is a professional development conference where HR oversees cross-divisional staff attendance to leadership conferences as a cohort. To facilitate transfer of knowledge into everyday work life, every staff member who attends has an accountability partner that they meet with post-conference.
 - c. Members discussed rewards of time for attending diversity-related conferences; “earn-a-block” for 18 days of conference attendance.
- IV. Points of discussion with President (May 6th)

- a. CCSGA
 - b. DEAB configuration
 - c. Deliver DEAB Recommendations for faculty searches
 - d. Other items to bring up?
 - i. Ask about next year's focus and reiterate the importance of continuing to work on faculty/staff recruitment and retention.
 - ii. The co-chairs will discuss how to improve the Victor-Cisneros award procedures for next year.
- V. Website update suggestions
- a. DEAB will work with Communications on upgrading the website to the new template.
- VI. Membership updates to DEAB for 19-20 academic year
- a. Three faculty members will be leaving DEAB.
- VII. Announcements/New Business
- a. It was requested that DEAB make evaluations of the data provided by Human Resources (for example, the data on staff recruitment). Sometimes there is difficulty in how to interpret the data, so it was suggested that someone with more expertise statistically analyze the data to see if hiring processes significantly disadvantage certain groups. DEAB can also start looking at trends from year to year.
 - b. Members discussed the process of writing and sharing the DEAB chairs' year-end report. A meeting will be planned in June for members to give input and suggestions.