



# BLACK COMMUNITY ADVISORY BOARD

**BLACK COMMUNITY UHURU PRINCIPLE of the ADVISORY BOARD –  
at THE UNIVERSITY OF DENVER**



## BCAB VISION & MISSION

University of Denver Black Community Initiatives

**Vision:** The University of Denver's Black Community Advisory Board (BCAB) elevates and amplifies Black excellence, inclusion, and equity so that DU becomes a thriving academic haven for Black Lives, Black Culture, and Black Scholarship.

**Mission:** The mission of the Black Community Advisory Board is to establish an engaged Black community, inspire Black excellence, and promote the contributions of Black students, faculty, staff, and alumni at the University of Denver. Honoring the unique history of the Black experience, we strive to ensure Black students, faculty, staff, and alumni are respected, welcomed, equitably included, supported, and empowered in actions that enhance learning, innovation, and wellbeing.



# BLACK COMMUNITY UHURU PRINCIPLE

of the Advisory Board at the University of Denver

## ARTICLE 1 - NAME

The University of Denver Black Community Advisory Board was established March 4th, 2021 with the initial meeting of the Black Community Steering Committee created to develop the foundational structure of the Advisory Board. The purpose of the Board is to advise, propose and support the Black Community Experience Coordinator in advising the Vice Chancellor of Diversity, Equity and Inclusion, the Chancellor and Provost of the University, on issues of inequity, systemic policy and procedural irregularities, providing critical intellectual voice to the experience of African Americans/Blacks on the University of Denver community. The goal of the Black Community Advisory Board is to not only be reactive to incidents on DU's campus and Denver proper due to atrocities experienced by Black people, but rather, it should be a proactive, ongoing, progressive engagement.

## ARTICLE 2 - MEMBERS

### SECTION 1. Number, Cohorts, Terms

The Board shall consist of no more than 29 members, divided into cohorts (DU Faculty, DU Students, DU Staff, DU Alumni, Community Member) of equal number, to the extent practicable, appointed for a three-year term (for the inaugural board) and two-year terms thereafter, with the terms of the several classes to expire in successive years. Terms of the various classes shall date from March 1 of the particular year involved. Members shall continue in office until the expiration of the term to which they have been appointed. Members may serve no more than a total of three consecutive full two-year or three-year terms; however, a member is eligible for nomination (self-nomination is permissible), and reelection and appointment, following one year's absence.

### SECTION 2. Election/Selection

The successors to the Board whose terms will next expire shall be elected at the annual meeting of this Board. Successors whose offices are vacant for any cause may be elected at any meeting of this Board. For candidates seeking to serve again, attendance and participation should be considered when members are seeking to serve after the expiration of a past term.

### SECTION 3. Meetings

- (a) *Regular Meetings.* This Board shall hold three regular meetings each academic year (once per quarter). Summer will serve as a planning meeting for the advisory board. Meetings will be called by the Black Experience Coordinator.
- (b) *Special Meetings.* Special meetings may be called: (1) by the Black Experience Coordinator; or (2) by the VC of Diversity, Equity and Inclusion or by a quorum of the Black Community Advisory Board..
- (c) *Attendance.* Board members are expected to attend all three (3) meetings unless attendance is excused by the coordinator. Permanent records of attendance shall be kept. Failure to attend at least two of the regular meetings in any given fiscal year, unless so excused shall be grounds for removal from this Board. Removal of any member shall require a vote of two-thirds of all members then acting.
- (d) *Agenda Setting.* Action committee leads will convene with the Black Experience Coordinator to establish agendas for quarterly board meetings and will provide updates on action committee work. Ad hoc agenda items from action committees will be shared with the coordinator and will be collaboratively determined for inclusion in the next quarterly meeting or as an item for a special meeting.



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## ARTICLE 2 - MEMBERS

### SECTION 4. Compensation

Compensation will be considered in some instances for board members that perform duties above and beyond general advisory board membership, such as in the instance of action committee leads. All other board members will serve in a volunteer capacity. Decisions around compensation can be revisited should circumstances warrant reconsideration.

## ARTICLE 3 - COMMITTEE

**SECTION 1. Quorum.** In all cases, 2/3 of the total members of the committee shall constitute a quorum for matters that require a vote. These members must be in good standing to count towards meeting quorum.

### SECTION 2. Membership.

(a) Except where otherwise herein required, persons other than Board members may serve as members of action committees.

(b) The size of each action committee shall have at least three Board members.

### SECTION 3. Notices.

Members of the committee shall be advised of the dates of regular meetings and any changes therein as those dates are fixed or changed. A notice shall be sent to each committee member at least seven days prior to each regular meeting by electronic mail.

## ARTICLE 4 - ACTION COMMITTEES

### SECTION 1. Action Committees

In addition to the Boards advocacy and advising role, there shall be action committees hereinafter enumerated, whose goal and purpose is project based according to the committee title and relevant issues/topic being addressed. All board members are expected to serve on at least one (1) action committee. The Black Experience Coordinator, Andriette Jordan-Fields and Stephanie O'Malley, Associate Vice Chancellor for Government Relations and Community Affairs, will serve as an Ex Officio member to all of the action committees.

### SECTION 2. Social Committees

This committee will be responsible of creating and spearheading special events sponsored by the Advisory Board for DU's Black community and events for the broader DU community as a whole. (i.e Socials, Welcome to DU events, etc.)

### SECTION 3. Faculty Affairs

This committee shall have the following responsibilities: support Black faculty, promote retention, recruitment and provide support including but not limited to the establishment of an institute focused on addressing matters pertaining to Black faculty, staff, and students.



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## ARTICLE 4 - ACTION COMMITTEES

### SECTION 4. Student Affairs

This committee shall advocate for matters and governance related to Black students, including but not limited to matters relating to academic and social programming and supports them in retention and completion.

### SECTION 5. Athletic Affairs

This committee shall support Black student athletes through programming that promotes and celebrates community, providing a space and access for engagement and interaction amongst the Black DU community, and creates an atmosphere that attracts athletes of color and supports them in retention and completion.

### SECTION 6 . Staff Support

This committee shall support Black staff, including but not limited to coordinating with Black @ DU and other organizations on campus.

## ARTICLE 5 - AMENDMENTS

Amendments to these principles may be made by the affirmative vote of two-thirds of the Board members present at any meeting of the members where a quorum is present, if the notice of such meeting contains a general statement of the nature of the proposed amendment.



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## BLACK COMMUNITY ADVISORY BOARD MEMBERS

**Danean Jenkins**, MBA

**Theo Chapman**, BSME, MBA

**Toni Dunlap**, BA, MEd

**Alexi Freeman**, BA, JD – Associate Dean for Diversity, Equity, and Inclusion/Law School

**Giovanni Forrest**, Executive Director for the Downtown Denver YMCA

**Anthony “Tony” Holder**, PhD, MACC, CPA

**Michele Hanna**, PhD – Associate Dean for Diversity, Equity, and Inclusion/GSSW

**Vicki Tomlin**, PhD

**Biaze Houston**, MA, PhD

**Clemith Houston**, PhD, PMP, CSM, CRISC, CISSP Robin Lyons, MBA, CISA, CDPSE, CIA

**Brittani McClendon**, MA

**Robin Lyons**, MBA

**Reverend Del Phillips**

**Bertrand Evans-Taylor**, Graduate Student

**Roderick Rose**, MA

**Leena Roberts**, MA

**Renea Morris**, BA, MEd - Vice Chancellor of Communications and Marketing

**Coach Doshia Woods**, BA, MA

**Cedric Smith II**, BS, Graduate Student

**Imani Manley-Coats**, Undergraduate Student

**Mia Ballard**, Undergraduate Student

**Antionette Gifford**, JD

**Nadine Bridges**, BA, BS, MSW

**Kerry-Ann Lewis-Pearcy**, MA, PhD

**Lekshmy Sankar**, MS, MBA, Graduate Student

**Alisha Stanton, MA**, PhD

**Rosalynn Feagins**, MBA

**Jason Jeffries**, PhD

**Robert "Bob" Willis**, Assistance Vice Chancellor for Athletic Development

**Stephanie O'Malley**, JD Ex-Officio – Associate Vice Chancellor for Government and Community Relations

**Andriette Jordan-Fields**, MPA, PhD Ex-Officio - Black Community Experience Coordinator

**Christopher Whitt**, PhD – Vice Chancellor of Diversity, Equity and Inclusion

## BLACK COMMUNITY ACTION COMMITTEE MEMBERS

**TaWanna French**, PhD

**Franklin Jackson**, MA

**Anthea Johnson**, MBA

**Jenipher Jones Bonino**, BA, JD