

Minutes

DEI (Diversity, Equity and Inclusion) Committee Plan/Charter Feedback Meeting

September 8, 2020 – 1:00 p.m.

Microsoft Teams (online video ZOOM meeting)

Committee officers and members in attendance: Edna Yokum, Donna Oracion, Dina Jenks, Todd DeKay, Destinee Salayandia, Annemarie May, Nika Najafova, Stephanie Venegas

Absent: Griselda Aubert, James Edwards

- I. Leader, Edna Yokum called the meeting to order at 1:07 p.m.
- II. Todd DeKay motioned to approve the minutes from previous meeting. Annemarie May seconded the motion. Motion carries.
- III. Open Issues: None
- IV. New Issues:
 - a. Action item 1: Donna Oracion named and nominated two perspective members from the community.
 - i. First named: Valerie Sosa-Donna mentioned that Ralph Fresquez, Community College Board Member, recommended her for this committee
 - ii. Second Names: J.T. Keith-He touched base with this DEI committee because he read in the newspaper about the position. Todd DeKay recommends that he be accepted-he would be great for the committee.
 - iii. Motion to approve the two named persons was made by Annemarie May seconded by Donna Oracion. Motion carries.
 - iv. Donna will get in touch with both Valerie and J.T. to let them know they have been accepted into the committee.
 - b. Action Item 2: Donna Oracion update-DEI committee information is now posted on the ENMU-R website under the 'About' Tab.
 1. She will update the website page to include Valerie and J.T. as new members in the committee.
 2. We, the committee, can add more information to the web page if necessary; just let Donna know what we would like to add.
 - ii. Annemarie suggested that we post on the website about the DEI cultural connection: Such as a "Culture Corner" and/or an indigenous people section
 - iii. Donna also suggested that there be a 'Calendar of Events' page for any diversity events we hold on campus or in the community. Todd suggested we put a disclaimer that we don't want to sound as if we were endorsing certain things and not others.
- V. Revisited the meeting dates and time that works for everyone-First Monday of every month works for all members, unless there is a holiday.
- VI. Edna reports back from CCB Meeting
 - a. CCB voted on the plan to charter the DEI committee
 - b. Next DEI meeting, we will have to put into action the student group and welcome group.
- VII. Todd suggested we put meeting invites on Outlook
- VIII. Annemarie gives Glossary update
 - a. She is working on the glossary to be more of a learning tool. Example: use the glossary like more of a learning tool.
 - i. Look for articles to post on what each word may mean so that it will relate better to students.

- b. Todd suggested we concentrate on the three words for the committee (D.E.I - Diversity, Equity and Inclusion) - we need to define those as well on the website. View the committee as a whole and separate the 3 terms and each person can come up with their own definition and what each word means to them and then collaborate and put that in the definitions as well.
- c. Annemarie suggested we look at Google Scholars or Golden Library to generate articles for the definitions listed.
- d. Send out campus wide so that EVERYONE on campus has a “buy-in” to this committee.

IX. Ad-Hoc Membership form update from Annemarie – five questions we should have on the DEI Committee application form.

- a. Tell us about yourself?
- b. What knowledge/experience can you bring to this committee?
- c. What type of events would you like us to have?
- d. Why do you want to be a member?
- e. What times and days are you available for the meetings?

Edna likes the 5 questions with the suggestion that we include a short explanation of what this committee is and does. We want to know if the applicants are really interested in being a part of this committee.

Edna also mentioned that some other staff/employees/community members have reached out to her to join this committee. We need to think about whether we want those interested to be non-voting members. Just a thought for the future.

- X. Devin Stroman, Acting VP of Student Affairs, will be appointing the student member of this committee.
 - a. Student will receive a stipend or such just as if they were a student hire or work study.
 - b. Todd suggested that Devin may want to send something out to students on who may want to join this committee.
 - c. This may be an issue at the moment because of the COVID restrictions of not allowing students on campus just yet.
 - d. Destiny mentioned that the students are not being allowed to get paid at the moment from the Financial Aid standpoint.
 - e. Todd mentioned that he would check on whether the Foundation may be able to provide a stipend for these students.

XI. Other Business:

- a. The Real College Survey is out...Please encourage all students to fill it out. This could be useful for the DEI committee. This comes from Todd and Dr. Powell and it’s only about 20 minutes to take.

XII. Next meeting will be on October 5, 2020 at 1:00 pm.

XIII. Meeting adjourned at 1:41 p.m.