

Minutes
DEI (Diversity, Equity and Inclusion) Committee Meeting
December 7, 2020 – 4:00 p.m.
Microsoft Teams (online video meeting)

Committee officers and members in attendance: Edna Yokum, Donna Oracion, Todd DeKay, Destinee Salayandia, Valerie Ibarra, Annemarie May, Nika Najafova, Stephanie Venegas, Griselda Aubert

Absent: Dina Jenks, J.T. Keith, James Edwards

- I. Leader, Edna Yokum called the meeting to order at 4:05 p.m.
- II. Changes to agenda: None at this time.
- III. Approval of minutes for November 2, 2020 and November 16, 2020.
 - a. Annemarie May motions to approve the minutes for Nov. 2. Todd DeKay seconds. No discussion. Motion carries.
 - b. Annemarie May motions to approve the minutes for Nov. 16. Todd DeKay seconds. Discussion: Edna sees discrepancy on a couple of items. There is discussion on the items below:
 - i. Discussion #1 - item for Open Issues, A.-Action Plan for DEI committee line item is not correct. Dr. Powell has not approved the DEI action plan and he has not. He approved the plan, but did not approve Edna's document of the action plan of the road map of what the DEI committee will be doing in the next year. Only the DEI 'plan' has been approved. This contains our institutional goals and the different outcome for the DEI committee.
 - ii. Discussion #2 item from November 16 minutes is the spelling of Qualtrics needs to be changed. Edna will make the changes on those minutes and resubmit to the committee to agree on those changes and then Donna can post them on the DEI website page.
 - iii. Discussion #3 item-Todd DeKay's assignment to submit a membership form to the committee but he did not receive the information he needed to make the form. Donna and Edna were going to send an email with the information to Todd, but they are a little bit behind on the information. Edna, Donna and Todd will need to meet next week when the semester is over so that this form can be created. Edna will set that meeting up and Todd will put the form in Qualtrics after they meet.
 - c. Discussion is had and motion to approve changes to the November 16 minutes is approved. Changes will be sent to Dina to keep for our records.
- IV. Open Issues:
 - a. Pearl Harbor Day Recognition – It is important to acknowledge that it is Pearl Harbor Day and to recognize our veterans since it has been 79 years since that event.
 - b. Define Equity: Edna reminded the committee of the definition we came up with for 'Diversity' which is: "Diversity at ENMU-Roswell encompasses the embracing and celebrating of each individual's differences, as well as their similarities. Further, ENMU-Roswell strives to create a safe environment that invites everyone's contributions, as well as empowering individuals to express their uniqueness, all of which leads to the enrichment of our campus community." Everyone present for the meeting today still agrees with this definition.

Then went into defining Equity. The committee reviewed other definitions of equity that were found on the internet to see what they could use as their definition. They looked at the Ford Foundation, NACE, the Cooperative Extension, University of Houston, University of Iowa, and McGill University definitions. The committee has discussion over which definitions are better suited for ENMU-Roswell. The committee agreed on following the example of the Ford Foundation definition.

The committee agreed to the following definition for Equity:

Equity at ENMU-Roswell seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources, and support for all. We believe this is only possible in an environment built on respect and dignity (adapted from the Ford Foundation).

There is a motion to accept this definition of Equity by Stephanie Venegas. Annemarie seconds the motion. Motion carries.

- V. New Issues: None at this time.
- VI. Other Business: None at this time.
- VII. Next meeting: A poll will be sent out to establish a new meeting date/time for next semester.
- VIII. Meeting adjourned at 4:37 p.m.