

Minutes

DEI (Diversity, Equity and Inclusion) Committee Plan/Charter Feedback Meeting January 7, 2021 – 4:00 p.m. Microsoft Teams (online video meeting)

Committee officers and members in attendance: Edna Yokum, Donna Oracion, Dina Jenks, Todd DeKay, Destinee Salayandia, Annemarie May, Nika Najafova, J.T. Keith

Absent: James Edwards, Valerie Ibarra, Griselda Aubert, Stephanie Venegas,

- I. Leader, Edna Yokum called the meeting to order at 4:03 p.m.
- II. No changes to the agenda
- III. Annemarie May motioned to approve the minutes from previous meeting. Todd DeKay seconded the motion. Motion carries.
- IV. Open Issues:
 - a. Defining Inclusion: Some committee members answered in the following manner:
 - i. Todd DeKay suggests that we incorporate the definition from Ferris State University somehow into ours.
 1. There is discussion from all the members present. All of the definitions should flow well and be consistent. Need to re-word the other definitions with the same action words, such as “is defined”.
Final agreement on the following definition:
“Inclusion at ENMU-Roswell is defined as recognizing the inherent worth and dignity of all people. As an inclusive campus that promotes and sustains a sense of belonging, we value and respect the talents, beliefs, backgrounds, and lifestyles of our community.”
 2. For next month’s meeting, members of the committee need to bring examples of each word that we defined so that there are illustrations and examples of each definition. Dina Jenks moves that we bring our examples of each definition and approve these working definitions for the committee. Destinee Salayandia seconds the motion. All in favor. Motion carries.
- V. New Issues: No new issues
- VI. Old Issues: Donna and Edna met for the form that needed to be created for inviting the campus employees to apply to be part of the DEI team. The form and explanation of the committee needs to be transparent. Todd did create a survey to send out campus wide in an email to be part of the DEI committee. He will send to Edna and Donna for review.
- VII. Adjournment at 4:45 pm. Todd DeKay moves to adjourn the meeting. J.T. seconds the motion.
- VIII. Next meeting set for February 4, 2021.