

## Minutes

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

February 4, 2021, 4:00 p.m.

Microsoft Teams (online video ZOOM meeting)

Committee officers and members in attendance: Edna Yokum, Donna Oracion, Dina Jenks, Valerie \_\_\_\_\_, Annemarie May, Nika Najafova, Stephanie Venegas, J.T. Keith

Absent: Griselda Aubert, James Edwards, Todd DeKay

Guest: Jessica Lily-Hughs (New LRC Director)

- I. Leader, Edna Yokum called the meeting to order at 4:08 p.m.
- II. Changes to Agenda: Todd DeKay will not talk about work groups. Edna will present on this topic.
- III. Approval of Agenda and the changes were motioned by Annemarie May and seconded by Donna Oracion.
- IV. Open Issues: Updated DEI Definitions were sent out to Dr. Powell and Dr. Ramos by Edna Yokum.
  - a. The DEI committee reviewed and the following comments were made:
    - i. Edna met with Dr. Ramos and there is specific language that needs to be included in the definitions. The recommendations were to include the following definitions:

Diversity at ENMU-Roswell is defined as embracing and celebrating our individual differences and commonalities as a necessary part of excellence. We strive to create a safe environment that honors individual contributions and empowers individuals to express their uniqueness, as central to the enrichment of our campus community. Elements of diversity include ethnicity, culture, tradition, religion, ideology, race, political affiliation, ability, veteran status, sexual orientation, age, language, and gender identity.

Equity at ENMU-Roswell is defined as ensuring unrestricted opportunity and access to information, resources, and support for all. We are committed to serving the needs of marginalized students in order to close the opportunity gap. We will work to uncompromisingly maintain an environment built on respect and dignity for all.

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Inclusion at ENMU-Roswell is defined as celebrating the inherent value, worth, and dignity of all people. We embrace and respect the talents, beliefs, backgrounds, and lifestyles of our entire community. We promote and sustain a sense of belonging and connectedness for all as part of our inclusive campus.

It was stated that we (DEI Committee) need to create parameters with the list at the end of the sentence in each definition. There was discussion within the committee that stated the following:

#### Diversity

The word “commonalities” was not a favorite of the group. The list stated for diversity is not a favorite by some of the group. Others did like the list because it covers all humans. It seems to be tailored to the people who will be reading the definitions (the audience). Another member mentioned that our role [as a university] is to educate people on what all of the definitions above mean.

A suggestion was to put a box on the side of our original definitions that will explain what each one. Or we can create a formal document for the university with the long definitions and make a separate component for our audience.

## Equity

One of the members of the committee said that the suggested definition marginalizes students. Not everyone will know what that will mean. We do not want to cause more confusion. Another member said that this sets the bar high for our audience. We do not want to limit what we say when setting the bar high. We have an image [to portray] to our peers in higher ed. and need to educate.

## Inclusion

Most of the members in the committee like the changes to this definition. They said it easy to understand and it is positive sounding. It feels welcoming.

All members agreed that the committee needs to deconstruct the definitions for our specific audience. We will have professional involvement on these changes.

There was a motion by Donna to approve the updated definitions, as provided in the meeting (and documented in the minutes in yellow), with the understanding that the committee will work to develop de-constructed definitions for professional development purposes. Valerie seconded the motion. Motion carries.

We will add our new definitions to the web after we get approval from Dr. Powell..

### V. New Issues:

- a. Action item 1: Edna would love to do something this semester for the campus such as, have a guest speaker or do a brown bag lunch. Dina mentioned to do things like what Portales campus is doing each month (DEI kind of functions-most of them on ZOOM). Dina will get that list for Edna. Also, the committee asks if Dr. Powell will pay for a speaker for any of the events such as main campus is doing?
- b. Action Item 2: Need to plan something on ZOOM for April. Should it be a lunch or evening event? Do we need to do any professional development and focus on DEI development? Should we have a small business from the community share their story? Need to reach out to others to talk about those things and get ideas. We need to bring some relevant experiences where it feels as if we are not learning anything, but in actuality we are. Donna will ask Marcos (Hispano of Chamber President) about any ideas. Other ideas were tossed around: Bobby Villegas comes to mind when doing something with his mariachi band.
- c. Action Item 3: Dina sent the link from Portales' events to Donna to put in our DEI section on the ENMU-R website and on Facebook. Also, we need to have a Calendar of Events Tab on our website. A suggestion was made to make it like the University of Iowa's page.

Annemarie made a motion to accept the new ideas for events this semester and J.T seconded the motion. Motion carries.

Donna moves to create a calendar of events and Data tab on our DEI web page. Annemarie seconds the motion. Motion carries.

### VI. Other Business:

- a. Do we continue to do Teams meetings or switch to ZOOM? The recordings are easier on Zoom and the features are easier to use and will help other committee members attend since two committee members have trouble on Teams meetings. Plus, the clarity of image is better on Zoom.

Dina moves to use ZOOM instead of Teams and Stephanie seconds the motion. Motion carries.

- b. DEI Work Groups Survey: only one person has done the survey. It was suggested that Dr. Powell needs to resubmit the survey. Edna will plug it in at the Faculty meeting next week and remind them to do the survey.

People are feeling so disconnected and overwhelmed. They are too busy, but we need to faculty on board. Taking this survey is a harder sell to them than to others on campus. Hybrid teachers are very busy with classes. Questions brought up: maybe we should do a video to explain how to do it? Are people even reading Help Desk emails?

- c. Edna is working with Tony Major and Devin Stroman to get a student member for our DEI Committee. We should have a student in a month or two. They will be paid a stipend of some sort.

VII. Next meeting will be on March 4, 2021 at 4:00 pm.

VIII. Meeting adjourned at 5:02 p.m.