

Minutes
DEI (Diversity, Equity, and Inclusion) Committee
March 4, 2021, 4:00 p.m.
(online video ZOOM meeting)

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Committee officers and members in attendance: Edna Yokum, Donna Oracion, Dina Jenks, Valerie Ibarra, Annemarie May, Nika Najafova, Stephanie Venegas, J.T. Keith, Emily Aspass (student), Griselda Aubert, Todd DeKay, Destinee Salayandia,

Absent: James Edwards

- I. Leader, Edna Yokum called the meeting to order at 4:08 p.m.
- II. Changes to Agenda: Edna added under “New Issues” that we will discuss about the website revisions for the DEI Committee page.
- III. Approval of Agenda from 2/4/2021 and the changes were motioned by Annemarie May and seconded by J.T. Keith.
- IV. Open Issues:
 - a. Welcome to our new Student Representative, Emily Aspass.

Her introduction: She is very active on campus and have been a student since 2018. She says she has been given a great opportunity to build on campus. She wants to be part of the DEI Committee to represent students on campus. She has been a work-study in the Student Success Center. While there, she made a lot of connections with staff and instructors. She is able to connect with them and has a student perspective to add to the DEI Committee. The DEI Committee is excited to have her. At the moment, she is an EMT student. She already has an Associate’s degree in University Studies and has decided to continue her education as an EMT to prepare her for Nursing School on our campus. She will be able to serve in the DEI committee for a while since she has decided to continue her education with ENMU-R.

- b. DEI Tenants: There was a pretty handout created for our tenants which was approved today by the committee. David Almond created it for us and it is now posted on the ENMU-R website under the DEI Committee tab. They were also translated in Spanish by Hilda Pacheco-Peeples, Elsa, an Nancy Alvarado from the AE unit. Sophia in the AE unit is helping out with the translation as well. Spanish version will be included in our literature as well. The goal is to have this polished to add to the website and then we will be compliant with state law. Tenants will be sent out campus wide when the document is official and completely in Spanish.
- c. DEI Work Group Decisions: There were 19 applicants who submitted and expressed interest in becoming part of the DEI Committee. We went over the spreadsheet that Edna created and assigned people to the different groups as follows:

i. Students Group (Nika Najafova is the chair):

Staff in the group: LaFonda Humphrys, Bill Dean, and Corey Fisher

Students in the group: Emily Aspaas and Angelic Casados

Motion made by Dina Jenks to approve the selected panel for the Student Group, seconded by Donna Oracion. Motion carries.

ii. Personnel Group (Stephanie Venegas is the chair):

Staff: Dr. Lynne Carey, Jesse Davis, Jessica Lilly, Daniela Garcia, and Kyle Torke

Motion made by Dina Jenks to approve the selected panel for the Personnel Group, seconded by Todd DeKay. Motion carries.

iii. Campus Environment Group (Edna Yokum is the chair):

Staff: Eileen Gallaher, Cheryl Vineyard, Candi Miller-Morris, Paula Perez, Ron

Flurry, Rebecca Schneider, and Peggy Harelson

Motion is made by Annemarie May to approve the selected panel for the Campus Environment Group, seconded by Stephanie Venegas. Motion carries.

Applicants not selected for the Working Groups: Emmanuel Sarfo Kantanka, and Julius Smith II

V. New Issues:

a. New Website creation

- i. There is a new ENMU-R website being built in the background as we speak. It will not launch until later this spring. In the meantime, Edna would like each of the DEI committee members to send her a short Bio and picture of ourselves for the website. She needs them by March 18th.
- ii. There will also be added to our DEI web page an email mailbox for suggestions and ideas that will be forwarded to the committee.

b. Woman's History Month

- i. Dr. Powell asked if we will be doing anything for Women's History Month. We have been advertising the events from the Portales campus. As of now, we are not sponsoring any events, but we will assist in promoting the ones Portales has going on. For the moment, our focus as a committee is development and foundation for the DEI committee, not so much on events yet.
Some ideas that were given during this topic were:

1. To do video interviews of women on our campus that have different styles of leadership or the desire to have more leadership goals. There is Concern of whether or not there is enough time to do this and the committee agreed that we have the man power to do it this month if there were enough team members who would assist in this project. Annemarie May suggested that we chose women that have still not shined in leadership to boost their moral. Todd DeKay mentioned that the topic could be "generating thoughts of what leadership consists of." Edna is going to check if David Almond in the Success Center would edit

the video for us. The committee is to come up with a list on Monday of who would be great for the video and to arrange a day to record them.

Todd DeKay motioned that we do videos of different women on campus, Annemarie May seconded the motion. Motion carries.

2. Annemarie May suggested that we just walk around campus and ask women to interview their views on leadership.

Todd DeKay amends the motion to do the video by walking around campus. Annemarie May seconds. Motion carries.

Donna Oracion will send an email to the committee as a reminder for sending names by Monday.

c. Employee Recognition Program

- i. Todd DeKay mentioned that we could follow Pima Community College by using their form to recognize employees and/or community members;

<https://www.pima.edu/about-pima/diversity/docs/2020%20Diversity%20and%20Inclusion%20Awards%20Nomination%20Form.pdf>

This form is to nominate people for recognition who do not feel recognized. We can post on our webpage so that all of the campus can use this form to nominate fellow employees.

- ii. Edna Yokum agrees that we should give out awards other than the only one given now, which is to faculty. We should have an employee of the month or merit award for professional and support staff.
We (DEI Committee) would love to celebrate all areas of the campus. We need to draw attention to the positive side of the campus.
- iii. We may be able to create a form on our website to nominate people and ask Dr. Powell to use our discretionary funds as an incentive for the recognition program.
- iv. Donna Oracion said we just have not done those awards in a long while. We (the campus) used to do 2 professional staff and 2 support staff. They used to be given a plaque and a check. There also used to be an employee of the month award.

Todd DeKay makes the motion to develop and explore details for an award to be given by the DEI committee – we are doing this in response to the feedback given in the survey that was just distributed to the campus. Annemarie seconds the motion. Motion carries

VI. Meeting adjourned at 5:34 p.m. Motion to adjourn was made by Annemarie May and seconded by J.T. Keith.

VII. Next meeting will be on April 1, 2021 at 4:00 pm.