

Minutes
DEI (Diversity, Equity and Inclusion) Committee
May 6, 2021, 4:00 p.m.
(online video ZOOM meeting)

Committee officers and members in attendance: Edna Yokum (for half of the meeting), Donna Oracion, Dina Jenks, Annemarie May, Todd DeKay, Nika Najafova, Stephanie Venegas, Destinee Salayandia

Absent: Griselda Aubert, J.T. Keith, Valerie Ibarra, James Edwards

Guest: Jessica Small, ENMU Internal Auditor on Portales campus

- I. Todd DeKay called the meeting to order at 4:02 p.m.
- II. Changes to Agenda: none
- III. Approval of Minutes from 4/1/2021 motioned by Annemarie May and seconded by Nika Najafova. Motion carries.
- IV. Open Issues:
 - a. DEI Work Groups Update:
 - i. Stephanie's group, Personnel Group, has met twice and will have one more meeting to finalize processes.
 - ii. Nika's group, Student Group, has met, but there is concern that none of the students talk during the meeting. Students do not like to contribute when addressing institutional goals. There are 7 outcomes that need to be addressed about closing the opportunity gap and working on a diverse campus. Not much progress there.
 - b. DEI "About Members" Group – Still missing biographies from James Edwards, Destinee Salayandia, and Griselda Aubert. Destinee will send her bio tomorrow to Donna or Edna.
 - i. It was asked of the group if everyone is comfortable having their bio on the website. Everyone present on this meeting was OK with it.
 - ii. Donna mentioned there will be a new look to the website which will create a more interesting and dynamic look. Everyone's bio will be on there when the new look switches over.
 - c. DEI update on Career Development Workshops with Dr. Ramos
 - i. Some attended and Stephanie updated everyone about the workshop. Next workshop will be May 21 from 9:00 am – 11:00 am about "Representing My Best Self"
 - d. Childcare Survey Information – No updates right now.

V. New Issues:

a. 2021/2022 Members Process & Procedures

- i. Everyone is on this committee for 1 year, except for the Chair; that position is for 3 years. This will be formalized in June.
- ii. A comment was made that there needs to be more male members in this group.
- iii. There will need to be new members for the next year. Is there a process in place? Need to come up with a more formal process for those who want to be on the committee. A vote and/or nomination for new members needs to be in place. Also need to interview those who want to be a part of the committee. There needs to be an application process with certain questions on it. Qualtrix may have information on this. There needs to be a documentable process for selecting new members. Donna Oracion read the Charter process and criteria that is currently in place.
- iv. Annemarie May has a 'question list' that could be used for interviewing possible committee members. Se will send out to the entire committee.
- v. Todd DeKay would like to see or bring in new people that do not agree with some of the issues we present so that the committee will know what direction it should be going in.
- vi. Edna would like to meet with Todd before the next meeting in June to develop more questions to send to the camps for new members which will include Annmarie's questions.
- vii. Community and student DEI members did not attend today to get comments or concerns from them about the topic of recruiting more members for this committee.
- viii. Opportunity to make comments: there was excitement about adding this to the agenda for today's meeting.

VI. Other Business:

- a. Edna did a presentation at UNM Valencia. She bragged about our One Stop Center at this meeting because we have an amazing One Stop Center and staff.
- b. EOC analysis – Todd and Edna are going to analyze and identify any deficits in faculty to create a baseline for data and facts collected. Todd needs to add peer to peer evaluations and such. Jessica Small is issuing a new document for the Affirmative Action data. She will send to Edna. There is not an audit for Roswell at the moment.

VII. Next meeting has been moved to June 10th at 4:00 pm. Motion was made by Annemarie May to move the meeting to the following Thursday and seconded by Dina Jenks. Motion carries.

VIII. Meeting adjourned at 4:49 p.m. Motion made by Donna Oracion, Annemarie May seconds. Motion carries.