

Minutes

DEI (Diversity, Equity and Inclusion) Committee Plan/Charter Feedback Meeting October 5, 2020 – 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, Stephanie Venegas, Valerie Ibarra, J.T. Keith

Absent: Griselda Aubert, James Edwards

- I. Leader, Edna Yokum called the meeting to order at 4:04 p.m.
- II. J.T. Keith motioned to approve the minutes from previous meeting. Annemarie May seconded the motion. Motion carries.
- III. Introductions of new members: J.T. Keith – New community committee member &
Valerie Ibarra – New committee member
J.T. is ENMU and Texas Tech graduate who has agreed to be part of the DEI Committee.
Valerie is the second community representative for the DEI Committee.
- IV. Open Issues:
 - a. Defining Equity, Inclusion and Diversity discussion; Higher Learning Commission (HLC) wants the basis of our committee. The sub-committee will work on final definitions for our next meeting. We will collaborate then.
 - b. Update on Student Representative for this committee. For our student representation, Devin Stroman gave Nika a prospect, Jorge Quintanilla.
Motion to approve Jorge as a member was given by Annemarie May and seconded by Nika Najafova.
Motion carries.
- V. New Issues:
 - a. Action item 1: DEI Backwards Planning Session on Friday, October 9th. Edna will attend and welcomed anyone of the group to attend. The plan is to meet face to face, but will comply with state orders for group meetings. The DEI group can start thinking about some items that can be brought to the table for this meeting. Think about the bigger plan for the DEI Committee. Annemarie will email some ideas to the committee for brainstorming. Edna approved.
 - b. Action Item 2: Brainstorming for event(s) for Fall 2020/Spring 2021
 - i. Donna suggested Dia de Los Muertos or pumpkin decorating contest. May be to soon for this year, but can keep in mind for next year.
 - ii. Nika suggested for Spring 2021 to do a Martin Luther King Day event as something for Black History Month.
 - iii. Stephanie suggested to do some virtual events just as Portales campus is doing for Zoom presentations.
 - iv. Annemarie suggested to get biographies from different people of different cultures such as Native Americans. We would need information about their successes or extraordinary things

they have done in the community or in their lives. Example: woman who worked on space program.

- v. Todd mentioned that if we do things on that specified day-we should do things on other days for other cultures as well. Edna said we should explore diversity topics.
- vi. J.T. stated that when we plan a diversity events, we need to ensure that we attempt to cover as many “groups” so that we do not offend anyone. Edna agreed and said we celebrate differences as well as similarities.

On this topic, all in the committee need to think about these suggestions and look for an email from Edna to make decisions on these events before our next meeting on November 2, 2020.

- c. Action Item 3: Grant Position/HR Collaboration – Stephanie mentioned that HR is trying to do better with job postings. At the moment it costs \$200-\$300 more to have the diversity statement in job postings.
 - i. Received a grant that helps build pathways with local HSI/CSI schools in Roswell
 - ii. Department of Education gave Gear Up Grant for \$11 million. Now need to hire more people. The grant will target specific occupations that fall under DEI. Need to be strategic on the people we are hiring to comply with DEI. Edna will be asking HR for direction on this. Will need to look at the language used on these job applications or qualifications. Applicants will have to prove they have been involved in diverse situations. It will cost about \$19,000 to advertise with diverse language. Our campus committee is giving good nods to our efforts.
 - 1. J.T.’s question on this is: are we only looking at Roswell area for these applicants?

Edna mentioned that when we think about DEI, we need to change the language to show applicants we are trying to be more diverse. We are not only looking for Hispanic necessarily, but those more diverse or more diverse specific. We want our campus to reflect our community as well as our environment on campus.

J.T. suggested that we want people who want to stay and have less turnover. Edna would like to know how other campuses are doing this.

VI. Other Business:

- a. Todd is happy that we have our community members which gives our committee a mixture of people, viewpoints, and ideas.
- b. Donna reminded us that our (DEI) information is on the web now. Need to make sure this page has the correct information.
- c. Annmarie asked if there is a suggestion box on the web page. She also suggested to add a new word to our definition; affirmative action or at least a summary of it. Donna will look into adding a link on the DEI page to go directly to the Affirmative Action page that is already on the ENMU-R website. Donna also agreed to get a suggestion box on there as well.
- d. J.T. asked if we can have a Thinking Box for our committee. Edna mentioned we do have a Teams page. She will work with IT to allow the entire committee have access to the Teams page and will send information to our new members.

VII. Next meeting will be on November 2, 2020 at 4:00 pm.

VIII. Meeting adjourned at 4:54 p.m.