

Minutes
DEI (Diversity, Equity and Inclusion) Committee
April 1, 2021, 4:00 p.m.
(online video ZOOM meeting)

Committee officers and members in attendance: Edna Yokum, Donna Oracion, Dina Jenks, Annemarie May, James Edwards, Emily Aspass (student representative), Todd DeKay

Absent: Griselda Aubert, Stephanie Venegas, Nika Najafova, J.T. Keith, Valerie Ibarra, Destinee Salayandia

Guest: Jessica Smalls, ENMU Internal Auditor on Portales campus

- I. Leader, Edna Yokum called the meeting to order at 4:02 p.m.
- II. Changes to Agenda: none
- III. Approval of Minutes from 3/4/2021 and the changes were motioned by Annemarie May and seconded by Donna Oracion.
- IV. Open Issues:
 - a. Introduction of current members for Emily (student rep). – everyone present introduced themselves.
 - b. DEI Women’s History Video Feedback (it went out campus wide on 3/30/21):
 - i. James’ Edwards comment: He was ‘WOWED’ – it was a good production, especially when it was done on an iPhone.
 - ii. Donna Oracion – She liked hearing from all who did it. Nice to hear from people we do not usually see in the spotlight and whom we do not know that much about. She mentioned that David Almond did the editing. Donna also mentioned about looking into getting a teleprompter to be able to do more video editing and put things on our YouTube channel.
 - iii. Emily Aspass – Really liked it. The video quality was really nice and it was a good length.
 - c. DEI Workgroup Update:
 - i. Stephanie Venegas has their 1st meeting scheduled for April 12th.
 - ii. Edna has their 1st meeting scheduled on April 6th.
 - iii. Edna does not know if Nika has scheduled her committee’s meeting yet.
 - iv. Cheryl Vineyard will not be able to work in a work group-she was nominated to work on Edna’s committee; Campus Environment Group Committee.
 - d. DEI “About Members” Update:
 - i. Edna still needs Biographies from James Edwards.
 1. The purpose of the Bio’s – They will go on our new website so community can know and recognize us (our DEI committee), to build relationships, and to meet others.
 - e. Dr. Ramos Professional Development presentation

- i. She will be doing her Zoom presentation tomorrow (April 2, 2021) from 9:00 am – 11:00 am. Edna strongly encouraged us in the committee to sign up and attend. The presentation has the potential to be useful to our committee, especially for our long-term goals. This will help on what action steps are needed to get to our goals for the committee. Only 14 people have registered so far. Edna asked us to share the link and be involved with this presentation.

V. New Issues:

- a. Portales Affirmative Action Officer, Jessica Smalls presented on memberships for 2021-2022. She introduced herself as the Affirmative Action Officer and has been in the ENMU System for three years now. She will be a non-voting member of our DEI Committee. She will help us with reviewing and guide us in some of our most difficult times, should they arise.
 - i. Jessica mentioned the 40/4 – Equal Opportunity Employment updates, which she plans to do on an annual basis. She is involved in the employee side of things. She felt she would be beneficial to this committee as she maintains an independent role. She plans to be in an Advisory Role and to be a resource to us if we would like to be considered active for next year. Edna mentioned that we will redo the charter this summer. Todd DeKay made a motion that Jessica Small be added as an observer in the summer when charter is to be redone. Annemarie May seconds the motion. The motion passes.
- b. Childcare Survey/Information Gathering:
 - i. There is more information on how to be supportive with moms who will need childcare. This may be an issue. Todd DeKay gathered results from real college survey of the obstacles for parents. There is question that there may not be enough information to support this. He needs to do the survey for those employees as they come back full time to campus [after COVID] about whether they will need childcare.
 - ii. Edna will bring the concern to the Core Team and Dr. Powell. There may be some fund in the Cares Act to help with this situation.
 - iii. Donna Oracion asked if we can do anything with our Child Development Center. At one time the Family Resource and Referral ran the center, and it was for both students and staff.
 - 1. Edna will submit a memo/proposal to Dr. Powell if we should do a survey for this issue.
 - 2. James Edwards suggested that there be two surveys for employees and students to show the need from both sides. He suggested talking to Steve Starkey for more information.
 - 3. Annemarie May mentioned that students have options to choose from now with online classes.
 - 4. Edna felt strongly that this is a person's responsibility to take care of their children and the burden should be on them. She mentioned that if we are here to serve the community, what would be the solution. It is affecting proportionally women of color.

5. James Edwards asked to table this issue and get more information. The schools are about to open 100% so will there be a need for childcare. He made the motion to table and Todd DeKay seconds the motions. Motion carries.
 6. Edna will talk to peers and colleagues to get a feel on whether this will be a concern in the fall and will it be worthwhile to look into for the future.
 - c. NM Green/Meeting Locations:
 - i. Donna Oracion states that when New Mexico goes into Green State (from COVID-19 state regulations), if we can have an in-person meeting in May. We can gather in groups of 20 then. Perhaps we can meet in the ITC sunken area, or OTC 124 or even OTC 117. There may be a ZOOM option as well for those who cannot make it in person. James Edwards makes a motion that our May 6th meeting be in room OTC 117. Annemarie May seconds. Motion carries.
 - d. Community & Student Members Update Addition:
 - i. Edna Yokum suggests setting up an official part of our meeting to formalize it and put in the minutes and agenda. In other words, standardize the Agenda items for our meetings and have time open for our committee members to comment.
 - ii. Annemarie May makes a motion to add this line item to our agenda for future meetings. James Edwards seconds the motion. There is discussion on what to call the line item. Todd DeKay mentions to call it "Community & Student DEI Comments or Concerns". After some discussion, the motion carries.
 - e. Has everyone had an opportunity to make a comment? No comments.
- VI. Other Business:
 - a. There is no other business.
- VII. Next meeting will be on Thursday, April 6, 2021 at 4:00 pm.
- VIII. Meeting adjourned at 5:06 p.m.