

Staff Council Standing Committee Minutes



Committee Name: Diversity, Equity and Inclusion Committee

Meeting Date and Place: Wednesday, April 8, 2020, 3-4pm, Zoom

Members Present: Elizabeth Amador, Angela Beauchamp, Lorena Blanco-Silva, Armando Bustamante, Dada Willis-Gregory, Jessica Esquibel, Grace Faustino, Mark Fischer, Joe Lane, Texanna Martin, Cindy Mason, Carla Sakiestewa

Members Excused:

Members Absent:

Guests Present: Dr. Assata Zerai

Minutes submitted by: Angela Beauchamp

	Subject	Notes	Follow-Up
1	Approve Agenda	Approved	3:04pm
2	Approve Minutes (03/11/20)	Approved	
3	Old Business	Grace Faustino reviewed committee dashboards and sharepoint folders for committee document sharing.	ACTION ITEM: Grace will work with committee members on dashboards for sub-committees.
4	Guest Speaker	<p>Vice President for Equity and Inclusion Dr. Assata Zerai asked each person present to introduce themselves and talk about challenges we've noticed during the COVID19 situation. Specific issues identified for follow up include:</p> <p>A. Discussion of differing staff access to technology (computers, wifi, hotspots, cell phone, printers, printer ink) at home. Lorena Blanco-Silver has heard about a survey sent to staff at another university. That information could be fed to HR and administration.</p> <p>B. Tier 2 staff working remotely should be offered a \$40.00 reimbursement. Some have not heard of this, depending on department.</p> <p>C. Tier 1 staff working on campus are largely Spanish speaking-only in custodial areas. Question about if COVID19 notices from the President and HR are being translated.</p> <p>D. Jessica Esquibel is being asked to go on campus a few times a week to photograph biology experiments, which does not seem like a Tier 1 duty, since labs are supposed to be closed.</p> <p>E. Mark Fischer relayed concerns about Cancer Center staff who are designated as full-time Tier 1, when it seems some work might be done at home. Also, the inability to utilize the FFCRA E-FML.</p>	<p>ACTION ITEMS:</p> <p>A. Lorena Blanco-Silva and Texanna Martin will try to locate the survey from other university(ies).</p> <p>B. SC President Ryan Gregg will speak to administration about the \$40 reimbursement issue.</p> <p>C. Angie Beauchamp collected more information on Facilities Management staff. Dr. Zerai will speak to administration about Spanish translation for Tier 1 staff.</p> <p>D. Jessical Esquibel will follow up with Dr. Zerai.</p> <p>E. Mark Fischer will follow up with Dr. Zerai.</p>
5	Next meeting	April 8, 2020, 3 to 4pm	
6	Adjourn		4:39pm

15:03:09 From Jessica Marie Esquibel : I can hear you all but my mic isn't working, just fyi
15:03:18 From studentaffairs : ok
15:03:55 From studentaffairs : If you turn off your video that might work
15:17:54 From Grace Faustino : Jessica can you hear us ok?
15:18:04 From Jessica Marie Esquibel : yes!
15:22:53 From Angie Beauchamp : Texanna - you can get access to my reports at home
15:22:57 From Angie Beauchamp : I will email you
15:23:04 From Angie Beauchamp : VPN
15:23:20 From DaDa : VPN is a lifesaver
15:25:13 From Texanna Martin : Thank you!
15:26:37 From Armando Bustamante : Joe is always waking up late LOL
15:31:09 From Assata Zerai : Grace, please give me access to share my screen. Thx!
15:31:45 From Grace Faustino : You should be able to now
15:31:56 From Assata Zerai : Thx!
15:32:24 From Grace Faustino : Welcome Carla
15:33:23 From Armando Bustamante : Hi Carla nice to see you
15:34:34 From Armando Bustamante : If you know someone that would like to donate for emergency scholarships we are accepting at El Centro through our donate button
15:34:42 From Carla Sakiestewa : HI everyone, sorry I'm late.
15:35:07 From Carla Sakiestewa : Armando, I'll put this on my radar
15:39:50 From Assata Zerai : send me specifics if you would like, Carla. My email address is zerai@unm.edu
15:41:44 From studentaffairs : I have direct communication with the Attorney General of Navajo Nation.
15:44:58 From Assata Zerai : Thx Cindy
15:45:04 From studentaffairs : Sure!!
15:45:10 From Assata Zerai : Mark, you may need to use chat. It is hard to hear you
15:47:48 From Jessica Marie Esquibel : Hi! I work in the Biology Department setting up Biology Labs. Currently I am working on helping transfer our content online. I am having to come to campus a couple times a week to create photos of our experiments. My concerns are mostly for my elderly family members.
15:57:29 From mjfischer : I work at the Cancer Center Clinical Trials Office. We are mainly concerned with maintaining our patients on their needed treatment visit schedules which includes transportation, ensuring that we preserve a COVID-19 potentially exposed patient quarantine space in the Cancer Center so we can prevent harm to our immunocompromised patients while continuing the needed care. I think there are some staff concerned about their designation as Tier 1 though they are not always needed in clinic and their inability to utilize the FFCRA E-FML. The concern I see coming around the curve is in regard to the FY021 funding reshuffle evidenced by the hiring freeze and the concerns for possible layoffs in the future. We no longer have medical or allied health student clinical rotations so I am wondering how this will effect their learning timeline and the quality of their clinical education.
15:59:50 From Jessica Marie Esquibel : OK, will do. Thank you!
16:03:26 From DaDa : File
16:04:09 From Grace Faustino : Angela can you capture and add to the minutes?
16:04:19 From Angie Beauchamp : ok
16:05:16 From mjfischer : ok
16:18:39 From Angie Beauchamp : Lorena - could you email me that survey from the other university?
16:19:01 From Lorena Blanco-Silva : My friend just mentioned it to me. Let me see if she can get me a copy
16:28:41 From DaDa : I have to get to class (virtually). It was nice meeting you all! Sorry to "dip out."
16:28:55 From Texanna Martin : I can help with the survey
16:29:02 From Joe Lane : Thanks DaDa
16:36:21 From Jessica Marie Esquibel : Thank you!