

Staff Council~Diversity, Equity, & Inclusion Committee

Meeting Minutes

October 14, 2020

Present: Grace Faustino, Carla Sakiestewa, Deirdra Markham, Joseph Lane, Cynthia Perez Chavez, Angela Beauchamp, Chelsey Begay, Armando Bustamante, Sean Fisher, Kelly Davis, Jennie Wong, Javier Rios, Lorena Blanco-Silva, Mark Fischer, Bryn McCabe-Kelly

Next meeting: 11/11/2020,3:00-4:30pm, Zoom

1. Reading of Land Acknowledgement-Carla Sakiestewa

2. Call to order (Grace Faustino)

Approval of Agenda and September Minutes (Grace Faustino)

October Minutes recorder (Bryn McCabe-Kelly)

October Minutes recorder (TBD)

Guests welcomed (Grace Faustino)

3. Old Business

• City of Albuquerque Race, History, and Healing Project

Carla Sakiestewa updated committee on session 1 that happened on 10/13, participants are invited to 2 more sessions). The first session established backgrounds of participants. 8 were in attendance. Second first session on 10/14, hosted by Nancy Shane

• Inclusive Book Club

Armando Bustamante updated committee on the next book in the club, "How to be an Antiracist" by Ibram X. Kendi. 6-10 people are attending the weekly book club sessions and 19 attended the first half of the book session. Have between 25-30 active members. The next half of book will meet in about 4 weeks. Need to determine next book. Grace reminded us that reading the book is not required to participate in the meetings-thoughtful discussions are occurring.

• Inclusion Webinar Series

Joseph Lane and Cynthia meeting on 10/15 to discuss details of next webinar on Implicit Bias.

- **Amplifying Diverse Voices**

Angela Beauchamp is requesting/inviting more voices from the committee or any staff member to contribute their story. Need many different voices. Stories go out weekly. There are not any new contributions. If one has their story ready, they can send it to Angela with a photo. Angela can also share template to help with story writing. Asked again to encourage constituents to participate.

- **Affinity Groups**

Angela sent out list of possible affinity groups and requested members to contribute more ideas for groups before it goes before SC General meeting. Women in Leadership and Women in Technology were some additions to the list.

- **Bylaw Revision**

Mark Fischer-moving forward and will sent out a meeting and encourage those who can attend to attend so it can move to Rules & Elections for review.

4. New Business

The Ally Nudge <https://www.nudgetext.com/ally>

Deidra Markham officially joined the group and gave a brief presentation on “The Ally Nudge”, a month long program, delivered through 2-3 texts a week which allows faculty, students, and staff to engage in ways to advocate for antiracist changes. It goes from talking about change to action. Encouraged committee members to try it out to see if it is a worthwhile program before promoting it beyond. Great supplement to the book club. \$5 donation for the month program.

- **UNM PD Town Hall discussion**

- Several shared that the town hall was different than they expected, not really a town hall
- Was not participant heavy-talking at participants vs. engaging them
- Need to improve moderation to maximize benefits
- More Q&A from participants next time
- Issue of Whiteness needs to be addressed by whites, POC shouldn't be asked to solve
- It was felt that the it was put on the student support centers to do the reach out
- Too packed, too much
- Should have been 2-3 meetings
- A lot to unpack with no room to comment/discuss

- Post event survey recommended for future events
 - Panelist felt it very structured with scripts/unable to keep up with chats
 - Interim Silva used a disparaging slur against the Romani at the end of the Town Hall, very disappointing/upsetting
 - Asked if the office of DEI can hold Town Hall/meetings with professional moderators from outside the office? Lorena Blanco-Silva said she would bring that question back to her office.
 - Recommended that moderators be professionals that specialize in dismantling discrimination/prejudice in all spaces
- Executive Order on Diversity Training: <https://www.whitehouse.gov/presidential-actions/executive-order-combating-race-sex-stereotyping/>

Armando updated us on this executive order: POTUS says federal entities cannot train in DEI. Office of DEI is on communication with University Counsel to see how this is applied at UNM. What is allowed?

5. Announcements

- Request for SC members to submit nomination for Gerald May award <https://esurvey.unm.edu/opinio/s?s=117608>
- Recommendations to add diversity to the nominations: weighted diversity question, look at how can we recruit for nominations that help get more diverse nominees, how can we have more diverse voices in awards process:
- get on the LBGTQ? List serve <http://lgbtqrc.unm.edu/sign-up/out-and-ally-sign-up.html>
- VP of DEI has requested language for strategic goals/plans-Grace asked if committee would be willing to work on this document in a working session-agreed
- The Crown Act, to support making hair discrimination illegal: <https://campaigns.organizefor.org/petitions/help-make-hair-discrimination-illegal>
- <https://www.abqjournal.com/1496769/nmlawmakerspreparebillonhairdiscriminationhtml-nm-lawmakers-prepare-bill-on-hair-discrimination.html>

6. Future Agenda items:

- Discuss UNM Police officer keeping job and minimal communication from the University about it
 - <http://diverse.unm.edu/news/dei-statements.html>
 - <https://www.abqjournal.com/1505412/unms-tiktok-cop-disciplined-but-not-for-scanning-for-mexicans-video.html>
- Asked to clarify why different Land Acknowledgements are being used in different spaces

- Reminder all committee folders can be found in sharepoint, if you don't access request it from Grace.
- Can submit agenda items through form in sharepoint, please submit at least 24 hours in advance of committee meeting if possible to ensure time can be given.