

# Staff Council~Diversity, Equity, & Inclusion Committee

## Meeting Minutes

September 9, 2020

Present: Grace Faustino, Carla Sakiestewa, Deirdra Markham, Joseph Lane, Cynthia Perez Chavez, Angela Beauchamp, Cindy Mason, Azura Tallant, Chelsey Begay, Armando Bustamante, Kelly Davis, Jennie Wong, Javier Rios, Lorena Blanco-Silva, Texanna Martinez, Mark Fischer, Gabrielle Abouselman, Bryn McCabe-Kelly

Next meeting: 10/07/2020,3:00-4:30pm, Zoom

### 1. Call to order (Grace Faustino)

Approval of Agenda and August Minutes (Grace Faustino)

September Minutes recorder (Bryn McCabe-Kelly)

October Minutes recorder (Azura Tallant)

Guests welcomed (Grace Faustino): Chelsey, Deirdre, and Gabrielle

### 2. Old Business

- Next Steps-City of Albuquerque Seeks Conveners for Race, History, and Healing Project  
Carla Sakiestewa updated committee on Executive committee feedback and next steps: Event form (no costs) approved by Executive committee to move forward in holding four town hall sessions. City will provide two facilitators, link and guidelines. Request for 3 volunteers to host a town hall, Carla is hosting one. Texanna, Bryn, and Grace volunteered. Staff Council will send out announcements to staff inviting to attend. Volunteers responsible to help ensure guests are invited and attend. In addition to sending out to the SC listserv, DEI, Ethnic Centers, LGTBQ+ Resource Center, and UNM Equity listservs were also recommended by the committee. City has graphics to provide for the events.
- Inclusive Book Club- New Book Announcement  
Armando Bustamante updated committee on the next book in the club, "How to be an Antiracist" by Ibram X. Kendi. The reading officially begins next week, Armando will send out two options for a weekly curriculum to follow each chapter (8 weeks) and the option to divide book in half, meet in the middle and end to discuss. UNM DEI, Lorena, donated 6 books that were awarded to 6 staff members-names to come. Ebook link from library also available. 90 people have signed up for the Book Club so far.
- Inclusion Webinar Series-Request for next topic

Joseph Lane, latest physical and mental health webinars went well and had good attendance. Grace suggested picking a sub-topic to focus on at the next Inclusion webinar (example, inclusion itself could be the whole topic for the webinar). Recommend a parking lot list of topics for committee to choose from. Lorena suggested implicit bias/microaggressions. Cynthia offered assistance through her department as well. Submit topics to Joseph.

- Amplifying Diverse Voices, Angela Beauchamp is requesting more voices from the committee or any staff member, help recruit. Need many different voices. Stories go out weekly. There is only one more story ready to go out, so if anyone wants any help putting their story together Angela can help. 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. It is the most popular social media campaign for Staff Council. UCAM posts on LinkedIn, good way to connect and network.
- Next Steps-Bylaw Revision, Mark Fischer and Texanna Martinez, Angela Beauchamp submitted some edits and points of clarification/comments. Committee asked to review the proposed bylaws with the additional points of clarification and vote in 7 days to approve or not. Will vote through email. This way it can move to the Rules and Election committee for their review. There is some concern that R&E committee could circumvent DEI bylaws by having them be standing rules instead of bylaws.

### 3. New Business

- Proposal for the creation of Staff Affinity Groups, Angela Beauchamp, brought the proposal to the committee for discussion. Questions raised, what is the “purpose” social group, community group or other type of group? Where would affinity groups “live” within Staff Council? Many members voiced importance of creating a group that provides and promotes “inclusion and sense of belonging”. “Be a collection of voices, resource of experts to support one another and also be called about when needed”. More discussion talked about how an affinity group could provide a “sense of home, unspoken, nonverbal understanding and connection with one another”. “a way to keep in touch with a community, offer support to each other’s endeavors (professionally and personally). A connection across campus, to provide a referral network of support”. Affinity group suggestions: Native American Staff, Latinx, Mexican, Asian, Women, Accessibility/Disability (Kelly Davis agreed to take lead on this). Suggested that Staff affinity groups work with or meet with faculty alliance groups in similar areas.

How does this fit with SC? Sub-committee? Suggested connecting with monthly recognitions (such as Native American Heritage Month), launch Indigenous Day, health education to be shared with SC Affinity group and home communities (IHS and SHAC). If an incident happens know who to talk to. Check-in/support group.

#### **4. Discussion of recent social media posting**

- Intention doesn't matter, posting is hurtful and traumatic to the community. It diminishes trust in calling for help, why would they care if they can make fun of me or people like me.
- Staff needs to address, vehemently oppose, and be multi-angled, can't always be from the group being attacked. Need many voices against all acts of racism
- How do we engage a community/person that doesn't value others as humans?
- Always feeling like we have to respond
- Mediation training on how to have safe spaces for discussion was suggested
- Need best practices on how to respond. Needs to come from staff, students, and faculty. If comes from administration will be policy driven
- SC Executive committee is working on a resolution
- Several members expressed the resolution needs to show no tolerance for this kind of behavior from a fellow staff member. Concern that the resolution from SC could be "weak" if the fact the police officer is a staff member was prioritized over the racist act.
- Communication and transparency is key to let the community know acts of racism are condemned and investigated on our campus.
- Statement from the President that is more centralized (not just twitter) informing the UNM community awareness and action being taken
- SC needs to review UNM policies, including ethics-challenge those that need to be changed to protect community.
- UNM PD Town Hall scheduled for 9/24 with panelist to discuss police on campus.