

Staff Council Standing Committee Minutes



**Committee Name:** Diversity, Equity and Inclusion Committee

**Meeting Date and Place:** Wednesday, March 11, 2020, 3-4pm, Honors College Forum

**Members Present:** Elizabeth Amador, Angela Beauchamp, Lorena Blanco-Silva, Armando Bustamante, Kelly Davis, Jessica Esquibel, Grace Faustino, Sean Fisher, Joe Lane, Cindy Mason, Carla Sakiestewa, Azura Tallant

**Members Excused:** Nate Faust-Shucker, Jessica Serna, Jessica Stanton, Dada Willis-Gregory

**Members Absent:**

**Guests Present:**

**Minutes submitted by:** Angela Beauchamp

	Subject	Notes	Follow-Up
1	Approve Agenda	Approved	3:05pm
2	Approve Minutes (02/12/20)	Approved	
3	Introductions	Members who had not attended the previous meeting introduced themselves.	
4	Old Business	A. Updates on Finalization of Charge Lorena Blanco-Silva reported that we will wait for finalization of the official UNM diversity statement, so that we align with UNM goals.	
5	Old Business	B. Updates on HSC-DEI Representative Armando Bustamante reported Mary Jacintha is the new HSC DEI rep. She is also a new Staff Councillor.	
6	General Updates	Grace Faustino met with VP for Equity and Inclusion Assata Zerai and requested that she attend our meeting on April 8. Lorena Blanco-Silver reported that the strategic plan 2040 committee will include a diversity planning statement with institutional language that has measurable outcomes. Grace Faustino and Cindy Mason have been invited to participate in this committee and will request feedback when the statement is ready. Nancy Shane is leading the Staff Council strategic plan committee. One of the components is diversity, so she would like this committee to participate in formulating the plan.	ACTION ITEM: Grace will confirm Dr. Zerai's attendance.
7	New Business	Suggestions and Ideas on potential committee initiatives: -Make Staff Council and its committees more diverse. -Look at HR preferred diversity hire practices and efforts to hire a diverse pool of candidates. -Advocate for staff with disabilities. Create awareness that we can go to OEO with accommodation requests. -Suggestion to remove applicant names and demographics from the application process to address institutional racism. -Define who we are as a university and isolation of groups on campus. -New employee orientation to include diversity component. -Implicit bias training for staff hiring committees, which faculty hiring committees already have.	ACTION ITEM: Lorena, Joe, Cindy and Carla will collect college and department diversity statements.  ACTION ITEM: Create working groups on selected topics identified here and at the previous meeting.

		<ul style="list-style-type: none"> <li>-Mentoring and peer support for specific groups. These groups organized through SC could provide networking and early career support and be a resource to staff in those groups.</li> <li>-Resolution to support DACA staff.</li> <li>-Create pathways for New Mexicans to careers at UNM.</li> <li>-Review materials in Spanish at UNM to help break down language barriers for some staff.</li> <li>-Address the systemic barrier of childcare for promotion of some staff.</li> </ul>	
<b>8</b>	Next meeting	April 8, 2020, 3 to 4pm	
<b>9</b>	Adjourn		4:00pm