

## **SC DEI Meeting Minutes**

Friday, March 10, 2023

Via Zoom (<https://unm.zoom.us/j/92810558155>) . 1:30 PM – 3 PM.

In attendance: Yadéeh Sawyer, Grace Faustino, Mark Fischer, Bryn McCabe-Kelly, Carla Sakiestewa, Cynthia Perez Chavez, Hannah Torres, Hyunju Blemel, Lorena Blanco-Silva

Excused: Angela Beauchamp, Javier Rios, Amber Trujillo McClure, Sharina Desai

Meeting called to order at 1:33 PM

1. Changes to the agenda:
  - a. Move Javier's presentation to April
  - b. Add summary of Advanced Leadership Team Meeting (Hannah Torres)
    - i. Prof. Banaji - a speaker coming to UNM on 4/4, flyer attached - has created a website chock full of resources to address implicit bias that might be of interest to UNM staff: <https://outsmartingimplicitbias.org/>
    - ii. I found these short articles and podcasts particularly interesting.
    - iii. [Traditional Diversity Training is Out. Now what?](#)
    - iv. [Can women be biased against other women?](#)
    - v. There are also Guided Learning Units at the bottom of the web page. The last unit "[Can Implicit Bias Change](#)" is short and interesting, and shows how some biases have been reduced over time.
  - c. Move Sharina's debrief to later in the agenda due to late arrival.
2. Changes to agenda approved. Moved and approved.
3. Approval of February minutes: moved and approved.
4. Academic Freedom Resolution – Mark
  - a. Update since last meeting, asked for time to think and discuss to the meeting in March. In the meeting about the amendment, it was agreed to present again at the next business meeting with the same request and wording to move to approve it, with the hope people have had a chance to review linked information and provided documents and supporting resources. Decided communication from the SC president to remind the council to review the material so the discussion and vote are informed.
  - b. A reminder it is important to not only speak our own voice, but also based on our representation of our constituents. So we when do speak, we keep that in mind, and state our personal perspective differs from their constituents. Using I statements and clarifying personal opinions. But, as such, need to let constituents know what is happening internally.
  - c. A reminder of best practices to send out a solicitation for feedback to constituents so we are able to voice their opinions, rather than assuming our personal belief is that of constituents.
  - d. By Monday, Mark will send out to his constituents calling for feedback. Mark will include the SC list in that call.
  - e. Angie as the DEI chair can not move on behalf of the committee. Mark volunteered to do so. The speaker will have form language addressing our

representation of our constituents. The goal is to get this voted on, even if discussion is needed. Following Robert's Rules, there are ways to assist in this to occur. No ideal to not cut people off or vote on poorly discussed motion, but there has been a month's notice.

5. Advanced Leadership Team Meeting – Hannah
  - a. Occurred on March 9, 2023. [advance.unm.edu](http://advance.unm.edu). A group which supports faculty development and broader DEI engagement, primarily in STEM fields.
  - b. Details sent via email are included above in proposed agenda changes.
  - c. The large portion of the meeting was about The Blindspot talk coming up on April 4.
  - d. Presented at the meeting was a Toolkit from the upcoming speaker and how faculty may or may not use those tools and resources (e.g. <https://outsmartingimplicitbias.org/>). The topic came up with how staff may be able to incorporate and utilize these resources.
    - i. Conversation was general with articles and pod casts about diversity training, if women can be biased against other women, guided learning units, and can implicit bias change. More a brainstorming conversation to see if they can be brought into consideration for the way faculty searches are conducted, for example. Or lessons to be brought into the classroom for supporting students in the topics. Are there contexts where it's useful to get groups of faculty to take some of the tests and have a reflective discussion. There is a fear of if people would be defensive and if that is a bad thing or not.
    - ii. How can staff leverage and support each other with these types of efforts. This is more to gauge interest and better understand the need and how with the broad rolls of staff, are there contexts where it could be used and how.
    - iii. Used as a resource for any staff for many different reasons. If HR can provide the resource to all staff, it could help.
    - iv. Present as a 10 minute info session to SC at a Business Meeting.
    - v. Add as a resource sent out on it's own from HR or in association with required trainings.
    - vi. Have as a Lunch n Learn. Work with Joe Lane to coordinate.
    - vii. With the term "blindspot," it is actually an ableist term. Had others thought of this or had seen this before. And, how can awareness be presented?
      1. Use it to bring awareness in the scheduled topic to the issue.
6. Cynthia – March 3 employee appreciation day. EOD has a lunch time session on appreciation in the work place coming up on the 15 at noon.
7. Mark – Information session related to Women's History Month. The most recent was on menstrual equity within the Health Sciences library for what they are doing for that effort. Encourages everyone to look over the rest of the talks from and register for them.
  - a. <https://hsc.unm.edu/diversity/celebrating/women.html>
8. Debrief of Black History Month activities – Sharina
  - a. Was unable to join late due to an overlapping meeting. Moved to the April meeting.

9. Meeting adjourned at 2:13 PM.