



Friday, March, 2024

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

In attendance: Angie Beauchamp, Yadéeh Sawyer, Andrea Quijada, Michelle Wingo, Bryn McCabe-Kelly, Mark Fischer, Cynthia Perez-Chavez, Sharina Desai, Grace Faustino, Angela Graham, Amber Dukes, Carla Sakiestewa

Excused:

Meetings submitted by Yadéeh Sawyer

Meeting called to order at 1:33 PM

[Land acknowledgement.](#)

Agenda. Approved.

Minute. February - approved .

Brief intros to welcome Amber.

1. HSC College of Population Health new DEI Committee. Meeting Tuesday, March 12 at 1:30pm.

Could someone from this committee attend? (Angie not available.)

Yadéeh will attend. Others are welcome. COPH DEIA Staff Subcommittee: <https://hsc-unm.zoom.us/j/97030494251>. Meeting ID: 970 3049 4251. Passcode: 380823.

A focus for discussion is staff-faculty dynamics through a formal IRB approved investigation.

Grace shared, related to faculty/staff dynamics, the current Gallup survey has included faculty. Manager and supervisor training will also be adjusted to address some of these dynamics, too.

2. Yadéeh – Trainings on Disabilities and Neurodiversity

Summarized what was in the email sent out as a call for anyone interested in helping develop this resolution. Please share out to your constituents.

Related: COPH DEIA has a virtual convening coming up on March 22 12:30-2:30 on Zoom about neurodiversity in higher education: <https://hsc.unm.edu/population-health/research-centers/news-articles/deia-convenings.html>

For through prompts in how this may related to staff:

So the College Board (SAT, AP tests) is offering digital exams, and assistive technology accommodations are given to students (like my son) who utilize audio supported text within their IEP or school accommodations plan. Dyslexia. 🌈

He uses Bookshare with voice dream reader for some things, Learning Ally, Audible and Kindle, Read & Write extension for Chrome, Siri with voice dictation for Notes, and Google speech-to-text and text-to-speech when using Google docs. There is no one-size-fits-all when it comes to books, PDFs, documents, and the various websites he has to use for school.

But when it comes to the College Board, the only technology he *may* use is the accessibility function built into his MacBook computer, which is actually designed for visually impaired people to be able to navigate the web.

It is a computer-generated voice that frequently mispronounces words in the context they are being used, and there is no human inflection to what is being read, which lends a LOT more to one's comprehension than you might think.

The College Board used to provide a human reader...but everyone receiving read-aloud accommodations would have to take the test at the same pace as everyone else in the room, b/c they only read each passage once. Need to go back and double check something? -Tough \$hirt! Need to go slower? Keep up!

We had to ask permission from the College Board to get this opportunity for him to utilize assistive technology that he never uses, that isn't really suited to his needs, to give him a better shot taking the SAT than he would have without it.

The part that sucks? The College Board could easily have human recordings of all reading passages and make those audio files available for literally everyone. Start and stop and play on demand. FYI, Silent reading is more efficient (faster) than audio for a proficient reader...so it isn't like providing the audio would give an unfair advantage to those who use it.

Isn't it enough that "accessibility" requires proficiency in multiple AT platforms? The solutions always add new layers of problems, that's all I'm saying...

3. Andrea – UNM's bereavement policy and issues related to culture and family, especially omission of cousins in the policy. Here is the current policy.

3.4. Death in Family and Bereavement

Eligible employees receive paid leave for an absence due to a death in the employee's immediate family, up to three (3) working days. Bereavement leave may be extended to five (5) days by the use of two (2) days of sick or annual leave. Additional annual leave may be used to extend the family bereavement period if approved by supervisors. Family members may be natural, step, adopted, or foster. For the purposes of this policy, immediate family is defined as the employee's spouse or domestic partner, children, sons- and daughters-in-law, parents, parents-in-law, grandchildren, great grandchildren, grandparents, great grandparents, siblings, nieces, nephews, aunts, uncles, or is living in the household of an eligible employee. In the case of the death of a family member that falls outside this definition or the death of a close friend, supervisors are encouraged to allow the employee to take annual leave in the same manner as bereavement leave would normally be allowed.

<https://policy.unm.edu/university-policies/3000/3415.html>

Brought up because of a co-worker who had the loss of a cousin. What is up to supervisor discretion vs the official policy. Some policy is related to the amount of time with what the relation of the passed individual is. Asked to open up for discussion on individual experience with this policy.

Based on the conversation, do we want to do anything about adjusting the policy as it stands? Suggested to eliminate specific relations listed, as to be more inclusive, many people are much closer to

friends or non-relatives than to blood relatives. Also grieving is different for everyone and often comes in waves over a long period of time. It was suggested to put a limit to the total amount of time in a row, as well as annually for bereavement, without necessary documentation, etc. Remove or reduce the limitations that currently stand on supervisor control over the leave, as many supervisors may not understand or support these divergent forms of grief need. Suggested to look at other bereavement policies companies focused on staff well-being, etc., have to help shape proposed shifts in policy.

How can pets be included in this? As many have grief associated with this, too. Go for a progressive policy. Build policy which doesn't rely on a manager or supervisors companion or empathy.

LANL uses "chosen family" in their policy. Suggested to remove all the labels to allow inclusiveness and understanding of our staff diversity in culture and individuality.

Allow for wording to trust managers/supervisors. Needs flexibility to account for staff who do not want to disclose personal details.

Federal has event expanded past what UNM has listed - <https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/leave-for-funerals-and-bereavement/>

Andrea will take the lead on moving this forward. Initially work within this committee. Then, move forward with working with the SC UNM Policy Review Committee, or as an individual staff member to submit a requested policy change.

Meeting adjourned 2:57 PM