



Friday, May 10, 2024

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

In attendance: Yadéeh Sawyer, Bryn McCabe-Kelly, Sharina Desai, Hyunju Blemel, Quinton Valencia, Hannah Torres, Marcy Hintz, Amaris Swann, Carla Sakiestewa

Excused: Angie Beauchamp, Michelle Wingo, Angela Graham, Cynthia Perez-Chavez, Andrea Quijada, Mark Fischer, Amber Dukes

Minutes submitted by Bryn McCabe-Kelly

Meeting called to order at 1:35 PM

[Land acknowledgement.](#)

Agenda. Approved.

Minute. March - approved .

1. Yadéeh – Future agenda item to discuss adding Black Minds Matter Labor and Honoring Immigrants acknowledgements to meeting openings

2. Yadéeh – Trainings on Disabilities and Neurodiversity

Provided a status update and introduced guest, Marcy Hintz from Center for Development & Disability.

- 32 members have volunteered to help contribute to resolution writing and/or assisting with development of training/s.
- Invited Marcy Hintz to:
 - Co-author resolution
 - Assist in the development of the training/s
 - Marcy and her colleague Lisa to offer their ready-made trainings at future Lunch and Learn in the meantime
- Marcy shared what her organization does and can do:
 - the [Center for Development & Disability \(CDD\)](#) has over 400 employees
 - the CDD is part of the association of [University Centers on Disabilities Research, Education and Service \(AUCD\)](#)
 - the CDD is a research hub
 - the CDD provides diagnostic evaluations, PT, OT, Speech Therapy, Autism, and other Development support services
 - Works with state agencies, education institutions, and employers “Partners for Employment” which assists getting people hired in areas that match their abilities.
- Question to investigate: is neurodiversity part of employment protections?
- Marcy recommends inviting self-advocates to the discussion and development of the resolution and trainings.
- Agreed to move forward with a Lunch and Learn with the ready made trainings from Marcy’s department
- SC: DEI will collaborate with CDD in the development of trainings
- **Hannah Torres shared:**
As an FYI, ADVANCE at UNM is building out this guide (largely related to faculty issues):
<https://advance.unm.edu/equitable-decisions/>

3. Andrea – (Moved to next meeting) 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>

4. DEI Committee Chair/Co-Chair interest and new meeting times?

June will be time for us to select a new committee chair and revisit the monthly meeting time. Angiewould be happy for someone else to think about taking this on, and will definitely be there for support. Any one interested in becoming committee chair or co-chair? Reach out to Angie

Meeting adjourned 2:36 PM