Diversity Council Meeting Notes

Date: Wednesday, May 06, 2020
Time: 12:00pm – 1:30pm
Zoom Meeting

1. Introductions
2. Updates on Strategic Planning
3. Dual Career Hiring Program
   a. Program for academic couples, important for academic recruitment
   b. Feedback/Questions
      i. Could DC include non-academic positions, like staff positions?
         1. Yes, lead person will be in an academic tenure position
      ii. Sharing ideas right now, PROV Leadership and LEAD Council providing feedback and will be presented to the Deans Council
4. Ongoing Climate Projects
   a. Townhall
      i. DEI discussed in response to what happened to Dr. Becknell
      ii. Looking for a broad UNV (university) response, PRES posted a message on twitter and learned of letters from various depts of support
      iii. Long term response from UNV, for preparedness
      iv. Set up a TF (task force) to create protocols for UNV to be ready to follow
      v. BFA (Black Faculty Alliance) is working with DEI, with full leadership and are supportive
      vi. Interested individuals in joining the TF? Enter in Chat:
         1. Sherri Thomas, Francie Cordova, Liz Hutchison, Pam Agoyo, Grace Faustino, Shirley Alexander
      vii. Next T, 05/12, 4:30pm – 6pm town hall
         1. Dr. Becknell will not be a part of it
      viii. PD will provide a report
      ix. Specific outcomes?
         1. Give UNV sense of what’s been done regarding anti blackness and look at data since 2016, OEO created report with complaints
   b. Asian American Student Center
      i. Petition for Asian RC circulating, meeting tomorrow with individuals discussing resource center and going over progress
   c. Seal Design
      i. Reported to ASAR on 04/30
      ii. ASAR selected design C
      iii. Concerns/Questions?
1. Comment: Seemed like an undemocratic selection, quick decision, work seemed dismissed, link to article  

2. Comment: Wasn’t surprised, reminded self of task of group work and processes created, didn’t take everything into consideration

3. Question: 1) recognition of overriding majority selection, did ASAR have reason for that? 2) will there be opportunity for people to speak about sensitive issues about ignoring results of process and reason for preference?  
   a. Dr. Zerai gave them a recommendation and report, 1 regent said they liked Design C, and everyone went with it  
   b. BOR meeting on 05/12, committee was set up to provide recommendations

4. Comment: Wonder if DC should make a statement, this was unfair and disrespectful to process, and indicate the number of individuals involved in making the selection, make that known  
   a. If we focus on any message of the lost opportunity to engage with the UNV is tone deaf, losing the goodwill of NM, that should be the best argument that may get attention, might be helpful to reach out to a lobbyist to get input from them  
   b. Need to document this and prevent this from happening  
   c. ASAR is a subcommittee of the full board, and the Regents in ASAR are only part of the board’s vote  
   d. Nicole Tami is willing to work on a statement capturing the importance of listening to wider community  
      i. Volunteers: Sherri T., Dr. Zerai, Nicole T., Liz H.  
      ii. Reiterates to the NM community that UNM disregards everyone’s opinion

5. Status of Subcommittees  
   a. CURR  
      i. Fall workshop on Aug. 24, at 12pm for FAC (faculty)  
      ii. Need FAC to submit their syllabi checklist  
      iii. Following week have an appreciation event on Aug. 31 for individuals involved on Aug. 24  
      iv. Not too late for those interested
v. Review for those interested in baseline criteria for baseline teaching, work underway
vi. Last academic year, instituted the Social Justice certificate and will begin in the fall
vii. Comment: many trainings offered happen after Law School starts, difficulty because semester already begun, but send out emails to everyone when Prof Thomas finds out when things occur
   1. Record is an option and can customize trainings for various progs
viii. Deadline is Oct 1st, FAC SEN deadline is Nov 1st
ix. Interested individuals?
   b. Climate
      i. Met on 04/27 and following Monday met on race, ethnicity and tribal affiliation concerns/questions
      ii. Came up with 6 Qs
      iii. Street Race, didn’t exist before
          1. If someone looks at your how do they perceive you?
          2. Idea is across all disciplines, most of disc is based on what others think of you
          3. Question: why is white not there? Will edit and include it
          4. Question: Multiethnic option?
          5. Question: Tick more than one box? Not for street race
          6. Question: If Q6 lets you check multiple boxes, but Q7 asks for primary identity
iv. Timeline: administer survey in Spring 2021, create a broad survey committee maybe in July? Waiting for HSC (to work with them)
v. Question: for int’l Ss?
   1. Will ask about their background
   2. May help to put Asian instead of Asian American, or Asian (Int’l)?
   3. How about Asian and Nation State/Citizen Status?
vi. Scope of survey is just about the campus climate and culture

6. Updates/Announcements
   a. DVS
      i. End of May meeting
   b. OP ED on wearing face masks
      i. Cinnamon said it will be displayed in the ABQ Journal this weekend
   c. BFA
      i. Have a flyer from the AACC for tomorrow night’s event
   d. 4th Webinar
      i. Link coming, 05/14, 1:00pm – 2:00pm, Parenting in a pandemic
e. Announcements
   i. Complete Count Committee, 04/14, extend raffle for the end of the month, enter through unmsc.unm.edu, more info at race.unm.edu, door to door knocking may be approved, response rate is lower, 18% of households have not received any notification, still meeting the 1st W of the month
f. Library College is writing a letter of support for Dr. Becknell
   i. Letter is written and Dean approved it, it will be circulated soon
   ii. Possible for Library to set it up for people to sign in with the UNM ID?
       1. Still working on it
7. Closing
Chat from meeting:

Sherri Thomas: Please add my name Scott! Sherri Thomas

TY Neely: I just emailed you Felipe

   And send you the number to dial in

   Agenda for today’s meeting is attached to this outlook invitation.

Liz Hutchison: Please add my name, Scott. To the Task Force initiative

Francie Cordova: I am interested in task force. We have an old protocol for in person type speech that we can revamp and also address cyber hate.

Rosa Isela Cervantes: When is the town hall again?

Lorena Blanco-Silva: I’ve reshaped the agenda an slide deck via the list service

   Town Hall is Tuesday the 12th at 4:30pm.

   Webinar Town Hall

TY Neely: The College of University Libraries and Learning Sciences is working on a letter to send out today

Andrea Mays: Will there be specific intended outcomes for this convening/Town Hall as it concerns the context/Climate/Admin at UNM?

TY Neely: The College of the University Libraries and Learning Sciences is working on a letter to send out today since our servers and forms were hit as well.

Nancy Lopez: Here’s the letter that Dr. Vasquez and Dr. Bishop created in support of Dr. Becknell, Director of Africana. There is also a letter forthcoming from the UNM Black Faculty Alliance.

Grace Faustino: Nancy, can you add the link?

Nancy Lopez: https://docs.google.com/document/d/1-jOiSaybEhqVoYZ6cp3YpozZ6rW0s0Mmw6eU6edOpwY/edit

Sherri Thomas: The School of Law is also working on a letter. I’m not sure when it will go out.

TY Neely: Great Sherri!


Armando Bustamante: It loox like the bullet casing
Andrea Mays: Yes, it does.
Nicole T.: Daily Lobo piece: “Bucking popular vote, committee moves forward with new seal”
TY Neely: Wow
Shiv Desai: So this is set in stone?
Pam Agoyo: I imagine (or I hope?) that additional discussion will occur by the full BOR at next month’s mtg.
Liz Hutchison: I think this will depend on whether the BOR agenda says it is a consent item or just an action item
Sherri Thomas: So, I guess I have to figure out how to become a Regent, now?
Pam Agoyo: It will be important to sign up for public comment
TY Neely: Yes Sherri
Pam Agoyo: It’s not a consent agenda item, so there should be some additional discussion by the full board
Stephanie Sanchez: And how will this affect future efforts to collect input if the campus community’s comments carry no weight?
Nicole T.: President’s ongoing message that we are the “university for NM”
Liz Hutchison: Thanks, Pam. I think if any of us have contact with Regents we should give them a heads up.
Nicole T.: I would be willing to help work on a statement capturing the importance of listening to wider community, the impact of completely ignoring the popular input and overall issue with how the discussion in ASAR went down.
Liz Hutchison: The members of ASAR committee are: Kim Sanchez Rael, Co-Chair, Melissa Henry, Co-Chair, Doug Brown

I would like to help with such a statement in order to contribute language about shared governance.
Sherri Thomas: I can reach out to Rob Schwartz…
Francisco Ronquillo: Good points; especially with respect to Community Engagement
Frankie Flores: Should we reach out for student input on this decision?
Lloyd: When will it be discussed at BOR?

Armando Bustamante: Public comment may be submitted via email (regents@unm.edu) or phone message (505-277-7639) before the meeting. The deadline for submitting public comment is 12:00 noon, Monday, May 11, 2020. All comments need to include the date and description of the meeting for which the comment applies (eg. May 12 Board of Regents), along with first and last name of the commenter.

Shi Desai: Thanks.

TY Neely: No problem.

Liz Hutchison: I asked Mallory and she reports that ASAR asked to take a closer look at design C, so it will be discussed at next ASAR meeting before moving to full Board. I will confirm this but it’s what Mallory just told me.

Nicole T.: Thanks Liz that gives us some additional time. Perhaps the statement should go to ASAR prior to their next meeting.

Lawrence Roybal: Sincerest gratitude to everyone for supporting our UNM Seal Committee efforts throughout the years.

Nicole T.: The regents present also made verbal recommendations for modifying (i.e. removing certain design features).

TY Neely: Climate Subcommittee on race, ethnicity, and tribal affiliation:

1. What are the ethnic groups with which you identify? (#6)
2. Hispanic origin question
3. Tribal affiliation question
4. How do others see you? (street race)
5. Which groups do you identify/affiliate with? (#8)
6. If you identify with more than one, which is strongest identity? (#9)

Aeron Haynie: Nancy, CTL can help develop this – as an online resource

Pam Agoyo: Liz, yes definitely need to confirm the if there will be continued discussion at the next ASAR Mtg since they normally don’t meet during the summer

Sherri Thomas: Thank you, Nancy! I will get you on one of our future agendas and do some outreach for you.

    Thank you! I’m sorry, but I have another meeting. It was a wonderful meeting.

Diane Torres-Velasquez: I would love to help with this and work with Shiv and you, Nancy.
Nancy Shane: I would like to help esp with SOM perspective if I may. Have 1pm meeting, sorry have to leave!

Nicole T.: Is it possible to add a multi-ethnic/racial option?
   Or can someone tick more than one box?

Andrea Mays: Just wondering how/why White is not included in street race?

Liz Hutchison: Quesiton six allows you to check more than one box. Then question seven asks about your primary identity.

Dr. Zerai: we will add “white” and “Asian/Asian American” to street race
   Also, please add Hispanic or Latino/Latinx to street race

Liz Hutchison: Mallory confirms FYI that the ASAR meets October 1, and the regular BOR that a follows in October 20.

TY Neely: 2013 I believe, 7 years ago

Pam Agoyo: Thanks for confirming ASAR Mtg schedule, Liz!

Deborah Wager: Question on the racial/culture categories: What about international students who wouldn’t identify as Asian/American, for instance, but are Korean or Chinese or Japanese. Is there an option they could check?

TY Neely: Thanks Deborah
   I’ll get her attention

Nancy Kastning: I have a comment about how people identify you racially when you walk down the street. It depends on the street you are walking down. I am multi-ethnic. In all white communities I am defined as Native or mixed blood. In Native communities I am identified as White. Therefore, I am always out group.

Deborah Wager: I thought of that too, Nancy. A street in Albuquerque is different than a street in Seattle.

Nancy Kastning: I’m also gender fluid. For homophobic men I’m identified as neither female or male. I’ve received a lot of grief because of this.
   Identification really depends on the person looking. General conclusions can’t be drawn on this question.

Andrea Mays: How about Asian and Nation State/Citizen Status.
Dr. Zerai: For International: List Asian and other categories and then add please specify; also we can check how this info is collected by enrollment management.

Liz Hutchison: Assata, re, Nancy K’s question: Can you clarify for us the scope of the survey? My understanding is that it focuses on racial/ethnic discrimination and micro-aggressions.

Dr. Zerai: Student, faculty and staff at UNM; It will be 3 surveys

Liz Hutchison: Ok thanks.