

UNM antiracism action plan 2021: List of initiatives at UNM to intentionally, methodically and systemically address inclusion and equity, through an antiracist lens

Here we delineate some recent and planned actions that address concerns raised in calls for action, stimulated by the death of G. Floyd. DEI's work that responds to the many demands for action is ongoing; it is not reactive.

Diversity programming and strategy coordinated by the Division of Equity and Inclusion (DEI), in the past year at UNM, and plans for 2021. Highlights include the following:

Campus Climate: Enhancing Equity and Inclusion:

- Spearheaded the University seal competition; created an inclusive process resulting in receiving feedback from over 8,000 participants throughout the state (from over 200 zip codes in NM), pueblos and Indigenous Nations, and throughout the U.S. (from 39 states); and made recommendations to the President and Board of Regents on the basis of quantitative and qualitative feedback collected.
- Coordinated a four-part webinar series on climate in COVID-19, focused on students, faculty, staff, and parents.
- Hosted and coordinated a town hall on anti-Black racism at UNM that has led to the creation of a process for Truth and Reconciliation as well as a proposal for a Rapid Response Taskforce.
- Worked with the Native Faculty Council and Diversity Council to approve the official UNM-main campus land acknowledgement statement.
- Setting timeline for redress of Zimmerman Library murals.

University Strategic Plan:

- Outlined and vetted diversity, equity, and inclusion dimensions of the university 2040 strategic plan, including setting goals for faculty diversity for each academic college. (See section on Faculty below for more information).
- Meetings with multiple groups to hear concerns of students, faculty, staff and other constituency groups connected to the University of New Mexico, including the Health Sciences Center, and the Taos, Gallup, Valencia, and Los Alamos branch campuses to provide input to University Strategic Plan

Plan for increasing Faculty Diversity and Inclusion:

- A demonstrated commitment to diversity, equity, inclusion and student success as well as working with broadly diverse communities are preferred criteria in faculty searches.
- In the 2040 university strategic plan, we have established goals to increase diversity of tenure-system faculty from underrepresented racial/ethnic minority groups and women by at least 25% in relevant colleges and schools and branch campuses.

- Policies that align with this goal include requiring all search committees to include a diversity advocate and that all search committee members complete the DiversityEdu e-learning module to increase awareness of implicit bias and how to guard against it in faculty search processes. We have also developed two programs to enhance faculty diversity: The Inclusive Excellence Postdoctoral and Visiting Scholars Program and the Inclusive Excellence Hiring Program: Bridge Funding for URM Faculty. Bridge hiring program for Black, Latinx, and Native faculty that will provide funding to hire up to 10 tenure-system faculty members from underrepresented racial/ethnic minority groups by 2027.
- Proposed a dual career hiring program for academic couples to enhance recruitment and retention of faculty.
- Worked with the Provost's office to secure an institutional membership in the National Center for Faculty Development and Diversity. DEI offered Faculty Success Program scholarships to enhance recruitment and retention of faculty by providing support and mentoring to increase chances for academic promotion and tenure.

Community and Statewide Partnerships:

- Building relationships with Sandia Labs, the Office of African American Affairs, the ABQ Mayor's Office for Equity and Inclusion, Hispanic Women's Council, NAACP in Albuquerque and Hobbs, area churches, African American sororities, and other relevant stakeholders.
- Served on the African American Census Complete Count Committee and hosted town hall panel.

Efforts from other campus partners (some of which are carried out in collaboration with DEI):

Undergraduate Students:

- **UNM Student Affairs Efforts:**
- Ethnic and Student Resource Centers
- African American Student Services has been working closely with our Enrollment Management Division to create stronger targeted recruitment messages that highlight the lived black experience at UNM for prospective students. This includes working to create unique messaging to prospective first year undergrads, graduate students, and transfer students because we understand these are unique experiences. We want to make sure Black students see themselves at UNM and we have been intentional about creating lines of communication for direct messages and communications from their peers and staff who look like them throughout the recruitment/admission process.
- Over the past year, we have built relationships with both community organizations and counselors in NM cities with large black student populations and have begun to expand our outreach throughout the southwest region to cities outside of the state who have

large black populations. We recognize that it is not enough to just visit these cities for recruitment fairs and that we need to be visiting the schools where Black students are attending and working with their community organizations. In light of COVID-19, we are exploring virtual options to expand this direct outreach in the classrooms and with the families.

Gateway Courses Equity Initiative: DEI, Academic Affairs, and Student Success contributed to effort to better engage, provide a higher sense of belongingness, and student success for Black, Latinx, and Native American undergraduate students in gateway courses (such as introductory courses in mathematics, chemistry, and writing).

Graduate Students:

- **The Office of Graduate Studies is offering a new** Critical Race Scholars Award from Graduate Studies of \$2000 for eligible graduate students conducting research on critical race scholarship, with priority given to studies that focus on race in the United States.
UNM graduate students are recipients of the **New Mexico Higher Education Department Minority Doctoral Loan Assistance Program:**
<https://hed.state.nm.us/financial-aid/loan-repayment-programs/minority> .
- UNM graduate students take advantage of the **Higher Education Department Scholarship**, <https://hed.state.nm.us/financial-aid/scholarships/graduate> .

Campus Safety Council:

UNM has its own police department, which has a cooperative relationship with local law enforcement. Campus safety has been a priority for President Stokes since becoming UNM President. In addition to the establishment of a new Campus Safety Council in 2019, we have put resources behind safety infrastructure and encouraged more awareness of and participation in community policing on our Albuquerque campus. But we can and must do more. "I will be engaging our entire campus community in envisioning what a safer and more secure living and learning environment at UNM could look like – and this means building upon what we have with new ways of thinking and interacting with one another." -Garnett S. Stokes, UNM President

Office of Equal Opportunity: [TBA]

Racial/ethnic departments, programs, and research institutes: [TBA]

Support for critical race studies and the general education diversity requirement for undergraduates:

Inclusive excellence requires a healthy and inclusive campus climate and refers to the processes by which the University leverages diversity as its strength to enhance an understanding and connection with diverse communities, ensure the success of all UNM students, and advance the academic enterprise. UNM has, and will continue to, invest in broadening our students' understanding of each other and their world.

The University of New Mexico currently has a "U.S. & Global Diversity & Inclusion" 3-hour undergraduate degree requirement to promote a broad-scale understanding of the culture, history or current circumstance of diverse groups of people who have experienced historic and/or contemporary inequitable treatment in the U.S. or in a global context. This has been in place since the 2014-2015 academic year. This effort is staffed by DEI and the Diversity Council.

Additionally, [in 2016 UNM began offering a first-of-its-kind 15-credit graduate certificate in "Race and Social Justice."](#) An 12-credit undergraduate certificate in "Race and Social Justice" is available starting in Fall 2020.

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Staff:

DEI has contributed to HR's diversity questions for staff interviews, and HR is actively involved in offering trainings to employees concerning implicit bias and a number of other topics, including "Creating an Inclusive Environment" and "Diversity: Inclusion in the Modern Workplace".

A demonstrated commitment to diversity, equity, inclusion and student success as well as working with broadly diverse communities are preferred criteria for some staff positions.