

Diversity Council Meeting Agenda

Wednesday, September 2, 2020

12:00pm-1:30pm

<https://unm.zoom.us/j/93669716253>

**Password: 632603**

*UNM Land Acknowledgement:*

*Founded in 1889, the University of New Mexico sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico Pueblo, Navajo, and Apache since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide. We honor the land itself and those who remain stewards of this land throughout the generations and also acknowledge our committed relationship to Indigenous peoples. We gratefully recognize our history.*

12:00	Land Acknowledgement	Dr. Assata Zerai, VP for Equity and Inclusion
12:05	Introductions (please add your name, pronouns, e-mail and department to the chat)	Pam Agoyo & Dr. Teresa Neely, Diversity Council Co-Chairs
12:10	DEI Updates <ul style="list-style-type: none"> <li>• Introduction of new staff (Associate VPs Nancy López and Elizabeth Quay Hutchison and Mónica Jenrette, Data Analyst)</li> <li>• DEI Job Openings</li> </ul>	VP Assata Zerai
12:15	Diversity Council Business <ul style="list-style-type: none"> <li>• Meeting schedule</li> <li>• Letter of commitment/charge letter &amp; subcommittee selection</li> </ul>	Lorena Blanco-Silva
12:20	Clery Report	Rob Burford
12:25	Title IX Update	Francie Cordova
12:45	Subcommittee Overview *see attached for details for each subcommittee <ul style="list-style-type: none"> <li>• Diversity Curriculum – AVP López &amp; Dr. Desai</li> <li>• Climate Survey – Dr. Neely &amp; TBA</li> <li>• Inclusive Climate Committee – Pam Agoyo</li> <li>• Learning &amp; Resources – Dr. Jeannie Baca &amp; Lorena Blanco-Silva</li> <li>• Confirm Subcommittee Co-Chairs</li> </ul>	Subcommittee Co-Chairs

1:05	Biology Student Concerns	Students
1:15	Other Reports <ul style="list-style-type: none"><li>• RRT/TC Report – VP Zerai</li><li>• Mellon Grant – AVP López</li><li>• Census 2020 Update – AVP López</li><li>• Other reports of Spring/Summer 2020 work</li></ul>	All
1:25	Upcoming Events & Announcement	
1:30	Adjourn	

**Next Meeting**

**Wednesday, October 1**

**12:00pm-1:30pm via ZOOM**



DIVISION  
FOR EQUITY  
& INCLUSION

## CHARGE LETTER FOR UNM DIVERSITY COUNCIL

Dear Diversity, Equity and Inclusion Leader,

Thank you for your demonstrated leadership and commitment to advancing diversity, equity, and inclusion at the University of New Mexico and beyond. The Division for Equity and Inclusion relies on the members of the Diversity Council (DC) to help advance our diversity, equity, and inclusion efforts in service, research, and teaching. At UNM, we have the opportunity to become a nationally recognized leader for transformational diversity and inclusive excellence.

We would like to cordially invite you to either become or continue as a member of the DC. The time commitment includes a monthly meeting, normally occurring the first Wednesday of the month during the academic year, and we encourage your optional participation on subcommittees.

The Division for Equity and Inclusion has the following expectations for DC members:

- Attendance at monthly DC meeting (a minimum of 5 meetings per year)
- Assistance disseminating information about DEI and partner programs and events
- Attendance at DEI and partner events when possible
- Contributions to special projects and/or DC subcommittees, as you are able

Some of the projects we will focus on this year, will include:

- Publicizing the Inclusive Excellence Postdoctoral program; providing input to the DEI strategic plan for faculty diversity and UNM 2040 Strategic Plan
- Continuing work on the Diversity Curriculum Requirement
- Building a Diversity, Equity and Inclusion Learning and Resources Inventory
- Exploring the **Racial Microaggressions (RMA)** survey and planning for the next university-wide campus climate survey
- Promoting an inclusive climate within academic units, addressing sexual harassment, and building a rapid response protocol to support faculty and staff
- Collaborating with the UNM Truth Commission working group, starting with exploring threats and violence against Black faculty

If you are able to serve/continue to serve, please sign and date the appointment letter below and return via e-mail to [lblanco@unm.edu](mailto:lblanco@unm.edu) by September 19<sup>th</sup> so we can finalize the list of members.

Thank you again for your efforts to advance diversity, equity and inclusion at UNM and beyond.

We look forward to our continued collaboration.

Sincerely,



Assata Zerai, PhD  
Vice President for Equity and Inclusion  
Professor of Sociology  
[zerai@unm.edu](mailto:zerai@unm.edu)  
<http://diverse.unm.edu>

**Diversity Council Subcommittee Descriptions  
September 2020**

**Learning and Resources, Co-chairs: Dr. Jeannie Baca & Lorena Blanco-Silva**

In an effort to create greater opportunities for learning and awareness of available resources aimed at promoting the University values of diversity, equity, and inclusion, the Learning & Resource sub-committee will focus on establishing a comprehensive inventory of trainings, programs, resources, and initiatives designed to enhance knowledge, skills, and competencies. The goal is to create a repository of resources, including names of skilled presenters available to deliver various types of presentations to the university community.

**Diversity Curriculum, Co-chairs: AVPEI Nancy López & Dr. Shiv Desai**

The diversity requirement at UNM is supported by the work of DEI and the Diversity Council. Co-chairs of the Diversity Curriculum committee coordinate approval of courses that may fulfill the diversity requirement by providing proposal workshops, advice on proposals, sharing the list of approved courses, and assessing that learning outcomes are being met by diversity courses. They are further involved with building a community of practice concerning delivery of diversity curriculum at UNM.

**Climate Survey, Co-chairs: Dr. Teresa Neely & TBA**

UNM is strongly committed to providing an inclusive climate and welcoming environment for all. DEI will lead the task of administering a university-wide campus climate survey in spring 2022. The goal is to understand student, faculty and staff experiences with, and perceptions concerning campus climate and diversity, equity and inclusion. This committee will work on planning for that survey. Further, the climate survey committee will explore possibilities for administering the Racial Microaggressions survey to students at UNM spring 2021.

**Inclusive Climate Committee, Co-chairs: Pam Agoyo & AVPEI Elizabeth Quay Hutchison**

Various climate concerns are being addressed and/or raised at UNM, including but not limited to the university seal, Adams mural, names of residence halls, presence of law enforcement on campus, concerns about bullying, discrimination, sexual harassment, and retaliation, perceived overall climate of racism and its effects on students, faculty and staff, specific concerns named by Native faculty (see 2019 Native Faculty Council requests to executive leaders), and other aspects of the built and virtual environment. Building an inclusive climate requires collaboration, gaining buy-in, and persistence. This intrepid committee will work with campus partners to address these issues in systematic ways. For updates, see:

<https://campusclimate.unm.edu/initiatives/murals.html>

## **AUGUST 2020 REPORT FROM DIVERSITY CURRICULUM SUBCOMMITTEE CO-CHAIRS NANCY LOPEZ AND SHIV DESAI**

Regular meeting is the last Monday of every month@1pm. Email: usglobaldiversity@unm.edu for Zoom Link; we have held two committee meetings: 8/17 and 8/31@1pm

1. Workshop for Instructors on Submitting Courses for Review held 8/24 (50 participants) -
2. Assessment Pilot Community of Practice Meeting on M 9/21@1pm - Volunteers need for assessment committee
3. Tasks for 2020-21 academic year
  - a. Office hours every Mon. 12-1, August until end of September; email usglobaldiversity@unm.edu for appt.
  - b. Deadline for Submitting Syllabi for Review to Committee is Oct. 1st for inclusion in 2021-2022 catalog; email: usglobaldiversity@unm.edu or visit diverse.unm.edu for more info
  - c. update student learning outcome syllabi checklist
  - d. Form C: consider expanding graduation requirement to 6 credits and require at least one class to be focused on critical approaches to racial oppression and resistance in U.S. for undergrads; also for graduate students
  - e. Charge letter for committee members (e.g., criteria for voting, 2 year commitment, staggered appointment for co-chairs and members, etc.)
  - f. Submit Form C with updated to catalog and approved courses to Faculty Senate Committees by Oct. 30th
  - g. Contact all instructors for resubmission of syllabi and updated checklist (Spring 2021 with intention to submit by Fall 2021)
  - h. Invite more instructors to participate in assessment process
  - i. Center for Teaching Excellence and DEI partnership: Continual Improvements to Assessment of online (and eventually face to face classes); What do you think of the following questions:
    - i. How does your course demonstrate the value of students' culture, language, identities, experiences, and communities? Please give examples.
    - ii. How do your identity, values and experiences shape your teaching. Please give examples.
    - iii. Another component of this is creating a list of references on the empirical evidence base regarding the causal link between diversity, equity and inclusion curriculum and pedagogy and reductions in inequality/student success; send suggestions for references to: usglobal diversity and inclusion
  - j. Housekeeping: Changing plant icon for general education and making sure SOCI 2315 is identified as meeting diversity requirement and changed back to Dynamics of Discrimination

- k. Website updates: Change language from core curriculum to gen ed; Make Checklist Word File so can be edited; Include names of all committee members; add to FAQs based on questions from Workshop chat
- l. Other priorities/deliverables? Archive of committee presentations, video and work for posterity?

## Criteria Checklist for “U.S. & Global Diversity & Inclusion” Undergraduate Requirement

Date Submitted: \_\_\_\_\_

Submitted by: \_\_\_\_\_

Please fill out this form and email to: [usglobaldiversity@unm.edu](mailto:usglobaldiversity@unm.edu) and attach course syllabus. The courses submitted to meet the requirement should meet two (2) of the four (4) learning outcomes, should include the ADA Statement on the syllabus and provide content to address the learning outcomes in at least half of the class.

For a list of the latest Approved Diversity Requirement courses and for more information on this requirement,  
please visit:  
<http://diverse.unm.edu/diversity-curriculum>

### RATIONALE & OBJECTIVES

The stated aim of the "U.S. & Global Diversity & Inclusion" undergraduate degree requirement is 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.

The Division for Equity and Inclusion posits that **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. For more information: [diverse.unm.edu](http://diverse.unm.edu).

Courses that address at least two of the following four diversity outcomes will be listed as meeting the U.S. Global, Diversity and Equity requirements. The Diversity Council Curriculum Subcommittee is collecting the syllabi for potentially diversity inclusive courses that were identified and approved by the Faculty Senate. Please complete the checklist to identify which of the four diversity outcomes are being addressed in your course. Please include the student learning outcome from your syllabus that meets the diversity and inclusion learning outcome. It should take approximately three minutes to complete the checklist. Courses that addresses two or more of the diversity outcomes will be included on the final list of approved courses.

Course Prefix	Number	Title	Instructor Name & Title	Email
<p><b>My course includes primary emphasis (half or more of the course content) on one or more combinations of the following areas (mark an X for all that apply):</b>            ___gender; ___race; ___class; ___ethnicity; ___sexual orientation; ___disability; ___religion; and/or ___other marginalized group(s)- specify group: _____</p>				

(Note: If class is cross-listed or offered with another course, ALSO list course prefix, number, and title.)

YES	NO	LEARNING OUTCOMES (engages two or more of the key learning outcomes for half or more of the course content)	Paste relevant student learning outcome from syllabus (please reference specific activities or assignments from your syllabus).
		Demonstrate an ability to view issues from multiple perspectives as well as analyze, evaluate, and interpret one’s own history and position in contemporary U.S. society as well as in a global context.	
		Understand the dynamics of historic and contemporary inequality, oppression, and resistance for marginalized groups in local and global societies and how those dynamics shape individual and community power and experiences (e.g., sexism, institutional racism, homophobia, etc.).	
		Demonstrate critical literacy and ethics pertaining to the dynamics of diversity and inclusion by race, gender, class, sexual orientation, ethnicity, religion and disability in the U.S. and/or global context.	
		Communicate an understanding of the ways in which inequitable treatment of groups by race, ethnicity, disability, religion, sexual orientation, and/or gender inequality is socially constructed and politically implemented and maintained.	



**AMERICANS WITH DISABILITIES ACT STATEMENT INCLUDED - MARK ONE: ( ) YES ( ) NO**

All submitted syllabi **must** include a disability statement. Below is an example shared with the Diversity Council Curriculum Subcommittee Joan Green, Director of Accessibility Services, UNM.

*In accordance with UNM Policy 2130 and the Americans with Disabilities Act (ADA), academic adjustments may be made for students with disabilities. Accessibility Resource Center, 2021 Mesa Vista Hall, 277-3506 (voice/TT), coordinates accommodations and services. If you have a disability for which you may request academic adjustments and have not registered with their office, please do so as soon as possible. Also meet with me privately to discuss your specific accommodations and how they relate to course expectations and assignments.*

**SYLLABI LEARNING OUTCOMES INCLUDED IN SYLLABUS INCLUDED – MARK ONE: ( ) YES ( ) NO**

All submitted syllabi must include clear and identifiable student learning outcomes/goals/objectives.

**U.S. & GLOBAL DIVERSITY & INCLUSION EVALUATION QUESTIONS (OPTIONAL):**

1. This course sought 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 global context with a primary emphasis on one or more of the following: gender, race, class, ethnicity, sexuality, (dis)ability, spirituality, language, residency status, and/or other marginalized group. On the following scale, how well did this course address the diversity curriculum criteria described above?
  - a. Strongly agree
  - b. Agree
  - c. Unsure/neutral
  - d. Disagree
  - e. Strongly disagree
2. The primary emphasis of the class content was focused on helping me understand social inequalities in any of the following social dimensions (e.g., race, gender, class, age, ethnicity, sexual orientation, disability) in the U.S. and/or the global context.
  - a. Yes or No
3. Additional comments:

\*\*\*\*\*

Campus Climate Subcommittee of the UNM Diversity Council  
2019-2020 Report by Teresa Y. Neely, Chair

At the October 2nd Diversity Council meeting, the Campus Climate Subcommittee was formed. Teresa Y. Neely volunteered to chair the subcommittee and the following individuals joined the group in a break out session at the November 6th meeting:

- Committee Members: \*Members present at the first meeting.
  - Pamela Agoyo - American Indian Student Services
  - Teresa Y. Neely\* - College of University Libraries & Learning Sciences
  - Kathryn Jacobson - Anderson School of Management
  - Lawrence Roybal\* - ENLACE, DEI
  - Patricia Lott - African American Student Services
  - Brandi Stone\* - African American Student Services
  - Liz Hutchison - History, Feminist Research Institute
  - Rodney Bowe\* - UNM DEI, Men of Color Initiative (MOCI)
  - Jeannie Baca\* - Honors College
  - Jennifer Gomez - ChavezDEI, UNIDOS Project
  - Nicole Tami\* - Global Education Office
  - Glenabah Martinez - Language, Literacy, Sociocultural Studies
  - Melissa Gonzales - Health Sciences Center – Associate Vice Chancellor, Office of Equity and Inclusion
  - Armando Bustamante - El Centro de la Raza
  - Jessica Holland - Women’s Resource Center
  - Francie Cordova\* - Office of Equal Opportunity
  - Favor Ellis\* - Women’s Resource Center
  - Heather Jaramillo\* - Office of Equal Opportunity
  - Felipe Gonzales\* - Sociology
  - Michaele Pride\* - School of Architecture + Planning
  - Francisco J. Ronquillo - Health Sciences—Office for Community Health
  - Joseph Barbara - barbarajoe1013@unm.edu
  
- At the November 6 Diversity Council meeting, Dr. Teresa Y. Neely led the break out session discussion including the following:
  - In-house vs. external
  - What past and current surveys you have used in your colleges/units (to get at organizational climate)? How often are they administered (provide years if possible)? What were the results of survey efforts (i.e. shared on website)? What was the follow up (e.g. policy changes, next steps, joint group discussions concerning results, etc)
  - What are other surveys have been used across campus
  - What surveys are you aware of that are being used nationally?

- Provide advice: should be home grown, self-administered, or should we hire a consultant? Should we request funding to carry out an implementation plan?

Two sub-sub committees of the Climate Survey Subcommittee were formed:

- Co-chairs: Rodney Bowe ([rbowe@unm.edu](mailto:rbowe@unm.edu)) & Felipe Gonzales ([gonzales@unm.edu](mailto:gonzales@unm.edu))  
Environmental Scan of best practices in Climate Surveys at universities--national, peer, and global focus.
- Committee Members:
  - Rodney Bowe (co-chair)
  - Felipe Gonzales (co-chair)
  - Jeannie Baca
  - Nicole Tami
  - Lawrence Roybal
- Co-Chairs: Teresa Y. Neely ([neely@unm.edu](mailto:neely@unm.edu)) and Francisco Ronquillo ([fronquillo@salud.unm.edu](mailto:fronquillo@salud.unm.edu))  
Environmental scan of UNM including Main campus, North campus, and the branch campuses. What have we already done on campus?
- Committee Members
  - Teresa Y. Neely (co-chair)
  - Francisco Ronquillo (co-chair)
  - Lawrence Roybal
  - Francie Cordova
  - Heather Jaramillo

#### DEI Subcommittees on Climate Meetings

- At the January 28, 2020 meeting of the subcommittee, Dr. Zerai noted: We should have an official university-wide committee—include someone from UCam, and other appropriate folks. We also discussed the definition of ‘diversity’
- At the February 21, 2020 meeting of the subcommittee: Discussed the U of Illinois CDMS Racial Microaggressions Online Survey; with feedback from Dr. Zerai, began discussing the U of Michigan Survey
- At the March 4th Diversity Council meeting, the Climate Committee Chair reported the group had decided to use University of Michigan survey and the co-chairs of the two sub-subcommittees were reviewing questions and will update the queries.
- On April 10<sup>th</sup>, the Climate Survey committee met with folks from HSC to discuss a joint survey for all campuses.
- At the Monday, April 27th, 2020 Climate Survey Meeting: discussed concerns with specific queries/items in the University of Michigan survey—part 2 which included questions about race and ethnicity and Native identity. A smaller group of volunteers agreed to meet and report back on their deliberations.

- On Monday, May 4th the group met and discussed the questions. The consensus was we should not conflate race and ethnicity, and we need a separate Hispanic origin question to accurately reflect the UNM community. We also need a question that addresses street race—what people see when you walk down the street, not how you see yourself. And we needed a question on tribal status.
  - What are the ethnic groups with which you identify? (#6)
  - Hispanic origin question
  - Tribal affiliation question
  - How do others see you? (street race)
  - Which groups do you identify/affiliate with? (#8)
  - If you identify with more than one, which is strongest identity? (#9)
- Notes from 06/04/2020 Climate Survey Co-Chairs: Discussed the request from Dr. Zerai and Monica Jenrette on climate surveys with open ended questions for Black faculty. Decided we would reach out to different folks on campus to see if they have surveys that we could review. No climate surveys with open ended questions for Black faculty were located.

## **2020-2021 Diversity Council Appointment Agreement**

Yes, I agree to serve on the University Diversity Council for 2020-2021.

No, I am unavailable to participate.

*(We will continue to inform you about upcoming events and special initiatives.)*

I am interested in serving on the following Diversity Council Subcommittee(s):

Climate Survey	Inclusive Climate
Diversity Curriculum	Learning & Resource

Name:	
Date:	
E-Mail:	
Title:	
Department:	
Phone Number:	
Mail Stop/Address:	
Signature:	

**Please return to Lorena Blanco-Silva, Diversity Programs Director, DEI  
via e-mail at [lblanco@unm.edu](mailto:lblanco@unm.edu) by September 19, 2020.**

**Thank you.**

**UNM Truth Commission Working Group**  
**[Focus: Threats and Violence toward Black Faculty]**  
**And Rapid Response Working Group**  
**Report to Diversity Council**  
**1 September 2020**

**Truth Commission Working Group:**

- Dr. Kathy Powers, Associate Professor, Political Science, Representative, Black Faculty Alliance, and Africana Studies Affiliate
- Dr. Kirsten Buick, Professor of Art History, & Associate Dean of Equity and Excellence, College of Fine Arts
- Professor Teresa Neely, CULLS, Representative, Black Faculty Alliance, Co-Chair of Diversity Council
- Dr. Finnie Coleman, President of Faculty Council, Associate Professor of English
- Mx. Frankie Flores, Director, LGBTQ Resource Center, DEI
- Ms. Lorena Blanco-Silva, DEI Director of Diversity Programs
- Mr. Rodney Bowe, DEI, MOCI
- Ms. Monica Jenrette, DEI
- Dr. Nancy Lopez, AVPEI, Professor of Sociology, Director of Institute for Study of “Race” and Social Justice, & Africana Studies Faculty Affiliate
- Dr. Elizabeth Hutchison, AVPEI, Professor of History, & Director, Feminist Research Institute
- Dr. Assata Zerai, VPEI and Professor of Sociology

1. Call for TC and RRT working groups, 12 May 2020 Town hall (documents are available in our SharePoint folder: <https://unmm.sharepoint.com/teams/upres/DEI/trcrrt>)

- Structure of meetings: entire taskforce meets monthly, smaller working groups meet separately monthly and report back to larger taskforce

2. Updates

- a. Meetings with Dr. Kim Mealy, Executive Director of Diversity, Inclusion, and Ethics, APSA—setting up an indep reporting mechanism, K. Powers
- b. Follow up planned with other potential guests: Dr. Harold Bailey and Dr. Charles Becknell, Sr., history of Black Faculty at UNM; Bishop Cooper, suit against HSC; Christian Carrera, Sr Reparations Negotiator, Int’l Center for Transitional Justice, designing truth commissions)—we welcome your suggestions
- c. Confronting Trolling and Doxxing Attacks Against Scholars at UNM, A. Zerai
- d. UNM/ABQ/NM/AA Timeline, Including Sources. A. Zerai

**Link and Attachments:**

Taskforce SharePoint link <https://unmm.sharepoint.com/teams/upres/DEI/trcrrt>

UNM/ABQ/NM/AA Timeline, Including Sources

Below, find outline of TC process.

**Call for a Truth Commission for Black Faculty:**

Black Faculty Alliance

**Source of Authority:**

UNM Office of the President

**Operating Authority:**

Division of Equity and Inclusion

**Commission Co-chairs:**

Assata Zerai and Kathy Powers

**Purpose of the truth commission:**

- 1) *Backward looking functions:*
  - a. To conduct an investigation of threats and violence toward UNM Black faculty
  - b. To produce a report with results of that investigation
- 2) *Forward looking functions:*
  - a. To create a reporting mechanism for threats to faculty on campus

**Methodology:**

- 1) Survivor testimony (Video, written)
- 2) Accessing existing data collected from public claims made
- 3) Survey?
- 4) Focus group
- 5) Newspaper articles (Bailey, HSC)
- 6) University archives
- 7) OIA archives
- 8) UL: technology available to store quantitative and qualitative data collected
- 9) Death threats, even from UNM alumni (e.g., part of seal process)
- 10) Police records
- 11) Institutional data on first faculty, students and staff on campus
- 12) Revolving door for decades
- 13) What happened to them

**Key concerns:**

- 1) Privacy
- 2) Confidentiality
- 3) Safety
- 4) Retaliation
- 5) Archiving strategies

**Meeting with a consultant:**

- Kim Mealy, Executive Director of Diversity, Inclusion, and Ethics (APSA)

**Rapid Response Working Group:**

- Ms. Francie Cordova, Esq., Director, Office of Equal Opportunity
- Mr. Byron Piatt, Emergency Manager
- Mr. Rob Buford, Director, University Compliance
- Ms. Patricia Young, Police Officer, UNM PD
- Mr. Jeff Gassaway, Information Security Officer UNM Institutional Technologies
- Lt. Larry Bitsoih, UNM PD
- Detective Michael Lawrence Gonzales, UNM PD
- Cinnamon Blair, Chief Communications & Marketing Officer, University Communications and Marketing
- Dr. Stephanie McIver, Director of Counseling Services, Student Health and Counseling
- Ms. Brandi Stone, Director, African American Student Services and Special Assistant to the President on African American Affairs
- Ms. Shirley Alexander, HR Manager, HR DEI
- Ms. Grace Lynn Faustino, Staff Council DEI, OVPR Information Technology Project Manager
- Dr. Nicole Tami, Executive Director, Global Education Initiatives
- Mx. Frankie Flores, Director, LGBTQ Resource Center, DEI
- Ms. Lorena Blanco-Silva, DEI Director of Diversity Programs
- Mr. Rodney Bowe, DEI, MOCI
- Ms. Monica Jenrette, DEI
- Professor Nancy Lopez, AVPEI, Professor of Sociology, Director of Institute for Study of "Race" and Social Justice, & Africana Studies Faculty Affiliate

- Dr. Elizabeth Hutchison, AVPEI, Professor of History, Director, Feminist Research Institute
  - Dr. Assata Zerai, VPEI and Professor of Sociology
1. Call for TC and RRT working groups, 12 May 2020 Town hall (documents are available in our SharePoint folder: <https://unmm.sharepoint.com/teams/upres/DEI/trcrrt>)
    - Focus for RRT is setting a framework and University SOP for addressing violence and harassment against faculty and staff at UNM
  2. Rapid Response working group efforts
    - Confronting Trolling and Doxing Attacks Against Scholars at UNM, A. Zerai
    - UNM-wide information privacy policy and program and other updates, Jeff Gassaway and Rodney Bowe
    - Revised Framework for Rapid Response updates; and robust structure for addressing faculty/staff concerns (see attached), Byron Piatt
  3. AVPEI Elizabeth Hutchison's work to address inclusive climate concerns

**Link and Attachments:** <https://unmm.sharepoint.com/teams/upres/DEI/trcrrt>

Confronting Trolling and Doxing Attacks Against Scholars at UNM

References for Addressing Trolling document can be found in SharePoint

Updated How IT and ISPO can assist in authorized investigations

Revised Framework for the Response Team process

AVPEI Hutchison's work to address inclusive climate concerns



Title										
Incident	Reporting	Clearing House	Notification	Response / Investigation	Notification	Sorting	Notification	Primary Resources	Advocates	After Action
	<p>UNM Police Department</p> <p>Confidential Reporter</p> <p>Outside Agency</p> <p>Compliance</p> <p>OEO</p> <p>UNM Police Department</p> <p>Per Standard Protocol</p> <p>Per Standard protocol</p> <p>OEO</p> <p>Clery</p> <p>Emergency Management</p> <p>UNM Police Department</p> <p>Faculty Staff Student</p> <p>Provost</p> <p>Human Resources</p> <p>Dean of Students</p>	<p>SHAC</p> <p>University Counsel</p> <p>Division for Equity and Inclusion</p> <p>UCAM</p> <p>Information Technologies</p> <p>Athletics</p>	<p>Lobo Respect</p> <p>Student Activity Center</p> <p>Accessibility Resource Center</p> <p>Student Services</p> <p>Veteran's Resource Center</p> <p>Residence Life and Student Housing</p> <p>LGBTQ Resource Center</p> <p>CARS</p> <p>Black Faculty Alliance</p> <p>Africana Studies</p> <p>Global Education Office</p>	<p>Review actions for sufficiency, efficiency, and update plans as needed</p> <p>Provide information to Truth Commission as needed</p>						
Description	<p>Individuals have options when it comes to reporting. Many calls will come through UNM PD or an outside agency, or the person may report to a Confidential Reporter.</p> <p>Outside Agencies typically notify the UNM Police Department.</p>	<p>The UNM Compliance Office will be seen as the Clearing House for all types of reports. They have the ability to notify the appropriate parties to assist the victim, and it may not include the UNM Police Department.</p>		<p>Investigations take place per standard protocols. There are MOUs in place for information sharing where necessary and appropriate.</p>	<p>Notifications are made as appropriate to assure that reporting requirements are met and to mitigate possibility of further incidents.</p>	<p>Assess if this is primarily regarding Faculty, Staff or Student</p>	<p>Primary Office for Support</p>	<p>Provide primary resources for support</p>	<p>Provide a appropriate advocacy</p>	<p>Follow up to assure appropriate support has been provided and that no additional assistance is required.</p> <p>Document results to assist in future responses.</p> <p>Provide feedback to the community as needed to assure the process meets its goals.</p>

**Make  
every  
Lobo  
count.**

The 2020 Census is underway, you can fill out your census form on **paper**, on the **phone** or on **the web**.

**Don't delay your voice matters!**

## **THREE THINGS EVERY NEW MEXICAN MUST KNOW ABOUT THE 2020 CENSUS**

- It is vital to make every New Mexican count in order to:
  - Determine representation in Congress
  - Define boundaries for voting and school districts,
  - Assign billions of dollars in funding for many federal and state programs: education, health (ie. Medicaid), transportation, housing and many more.
- For every New Mexican that is NOT counted, our state loses approximately \$3,745 every year for the next ten years.
- To fill out your Census go to [my2020census.gov](https://my2020census.gov). Or call 800-923-8282 for more information.

Remember the self-response deadline is September 30th!

**There will NOT be a citizenship question!**



United States®  
**Census  
2020**

