

Minutes approved by the Board of Regents at the June 6-7, 2024, meeting.

**BOARD OF REGENTS and its
INCLUSION, DIVERSITY, EQUITY AND ACCESS COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

System Administration, Las Vegas
4300 South Maryland Parkway, Board Room
Wednesday, November 15, 2023

Video Conference Connection from the Meeting Site to:
System Administration, Reno
2601 Enterprise Road, Conference Room
and
Great Basin College, Elko
1500 College Parkway, Berg Hall Conference Room

Members Present: Ms. Laura E. Perkins, Chair
Mr. Donald Sylvantee McMichael Sr., Vice Chair
Mr. Joseph C. Arrascada
Dr. Michelee Cruz-Crawford
Ms. Stephanie Goodman
Dr. Lois Tarkanian

Other Regents Present: Mr. Patrick J. Boylan
Ms. Heather Brown
Mrs. Amy J. Carvalho
Mrs. Carol Del Carlo

Others Present: Ms. Patricia Charlton, Interim Chancellor
Ms. Carrie L. Parker, Deputy General Counsel
Mr. Alejandro Rodriguez, Director of Government Relations
Mr. Tillery Williams, Director of Community Engagement, Equity
and Inclusion
Mr. Michael B. Wixom, Special Counsel to the Board of Regents
Dr. Kumud, Acharya, DRI President
Ms. Joyce M. Helens, GBC President

Faculty senate chairs in attendance were: Mr. Patrick Villa, CSN; Mr. Ed Boog, System Administration; and Dr. Bill Robinson, UNLV. NSHE Classified Council President Stacy Wallace was also in attendance.

Chair Laura E. Perkins called the meeting to order at 1:00 p.m. with all members present. Regent Goodman led the Pledge of Allegiance and Chair Perkins provided the Land Acknowledgement.

1. Information Only-Public Comment – Dr. Kent Ervin provided comments in support of the following: Agenda Item 4 (Fairness and Equity in the Workplace, Pay Equity) and the 11 percent COLA increase for faculty and staff to be considered by the Board of Regents at its upcoming quarterly meeting. Dr. Ervin requested a compensation committee be convened to address issues with the current NSHE compensation system.
2. Approved-Minutes – The Committee recommended approval of the minutes from the August 16, 2023, meeting. (*Ref. IDEA-2 on file in the Board office*)

Regent Goodman moved approval of the minutes from the August 16, 2023, meeting. Vice Chair McMichael seconded. Motion carried.

3. Information Only-Chair's Report – Chair Laura E. Perkins acknowledged the passing of Audrey James, who was the oldest living UNLV graduate, and former Nevada State Representative Harvey Munford.

Chair Perkins also thanked the IDEA Council and staff for their work on the IDEA Committee agenda.

4. Information Only-Fairness and Equity in the Workplace, Pay Equity – Representatives from SYNDIO, a company focused on helping modern companies embed workplace equity into their core business, discussed data driven and proven methods companies can use to promote, retain, and compensate employees effectively and equitably.

SYNDIO representatives Dylan Thomas and Emma Duisberg provided a report on best practices for pay equity which included: background information on SYNDIO; the higher expectations that modern employers face; data, the new standard for and how to achieve fair pay; equity as an integral part of core values and business objectives; and amplifying pay equity with more transparent communication.

Regent Cruz-Crawford inquired about protected groups and what portion of SYNDIO employees represent those groups. Mr. Thomas said that SYNDIO has a diverse workforce and is led by a female CEO; however, they will provide the demographic data of SYNDIO's employees to the Committee as a follow-up to the meeting.

1. Information Only-Public Comment – Special Counsel to the Board of Regents Michael B. Wixom advised Chair Perkins to re-open Public Comment (Agenda Item 1) as the call-in information was not verbally provided during the item. Chair Perkins provided the call-in information and asked SCS if there were any callers with public comment. SCS confirmed there were no callers at that time.
4. Information Only-Fairness and Equity in the Workplace, Pay Equity – (*Item Re-opened*)

Regent Boylan, Mr. Thomas, and Ms. Duisberg discussed how the presentation was free of charge to the NSHE and the credentials/work experience of the presenters. Both Mr.

4. Information Only-Fairness and Equity in the Workplace, Pay Equity – *(continued)*

Thomas and Ms. Duisberg have been a part of the SYNDIO team for approximately two years. Ms. Duisberg has worked in the HR technology space for over a decade and Mr. Thomas has worked in HR technology for intersection of equity and engagement for 8 years.

Regent Cruz-Crawford added that she requested the presentation from SYNDIO and that her uncle was a former salesperson for the company which is how she learned of SYNDIO. Chair Perkins followed up with how she thought it was important for the Committee to hear from SYNDIO as the NSHE conducts salary studies periodically and how it is important for retention and recruitment within the System.

Chair Perkins and Ms. Duisberg discussed how transparency ranges at different organizations as far as disclosing salary information and so forth.

Regent Goodman, Regent Carvalho, Regent Del Carlo, Ms. Duisberg, and Mr. Thomas addressed and discussed the following topics: the determination of qualifications for protected categories and the methodology SYNDIO utilizes to make those determinations; the pay equity analysis technology SYNDIO offers to clients; and how SYNDIO has measurable results related to its higher education clients.

5. Information Only-NSHE Equity in Hiring and Retention, Blind Hiring – Interim Chancellor Patricia Charlton and Director of Community Engagement, Equity and Inclusion Tillery Williams provided an update on the blind hiring pilot implementation within System Administration.

Mr. Williams provided a summary of what has taken place since the last Committee meeting regarding the development of a blind hiring pilot which included a meeting with Interim Chancellor Charlton, Mr. Williams, and the Human Resources Advisory Council (HRAC) for input, ideas, benefits, and challenges with establishing the pilot implementation.

Interim Chancellor Charlton added that the meeting with the HRAC was the first of many stakeholder groups that she and Mr. Williams will engage for feedback on a blind hiring pilot. At a future meeting, some of the stakeholders would like to inform the Committee of the current efforts taking place within the System regarding recruitment and retention under a diversity, equity, and inclusion (DEI) lens.

Regent Boylan, Interim Chancellor Charlton, and Mr. Williams discussed the limitations of blind hiring and how it may not be practical for recruiting academic faculty.

Mr. Wixom added that under the Nevada Open Meeting Law, blind hiring is permissible; however, if the Board engages in blind hiring, the Board will have to delegate the entire process to the party performing the blind hiring. The Board could not participate in the blind hiring process because it would be a violation of the Open Meeting Law as confirmed by the Nevada Attorney General's Office.

6. Information Only-Southern Nevada Diversity Summit – Lawrence Weekly, Chief of Staff/Chief Diversity Officer, College of Southern Nevada (CSN), and Racquel Melson, Director, Office of Diversity, Equity, and Inclusion, CSN, provided an update on the 2023 NSHE Southern Nevada Diversity Summit hosted by CSN on October 6.

Dr. Weekly provided brief opening remarks and introduced the Office of Diversity, Equity and Inclusion Director Racquel Melson and the Organizational Development and Effectiveness Associate Vice President Ayesha Kidd.

Ms. Melson provided a summary of the 2023 NSHE Southern Diversity Summit which included: attendance of 425 participants (285 in-person and 140 online attendees); summit challenges: low staff, low support from other institutions involving swag items and food costs, and technical difficulties hosting a hybrid event; summit strengths: the CAPE Team planned and operated a well-organized event, many CSN staff members from a variety of different departments provided support for the summit, and sponsorship from community partners exceeded financial expectations; sponsors contributed \$67,000 and the total approximate cost for the summit was \$71,000; and recommendations for the next summit: ensure the diversity office is fully staffed so they can lead summit efforts for CSN, host a live event annually in October and a couple of weeks later host an online event (no hybrid event), and request a hotel sponsor a location for the summit that is easily accessible.

Chair Perkins, Regent Cruz-Crawford, Regent Del Carlo, Regent Carvalho, Dr. Weekly and Ms. Kidd discussed the following topics: congratulations to the CSN team on the success of the summit; more Regent involvement in the diversity summits; the challenges of hosting a hybrid event; the schedule for the 2024 diversity summits; and the 2023 Southern Nevada Diversity Summit was the 14th summit and the cost to host the summit came in at \$18,000 under budget.

7. Information Only-IDEA Council Campus Activity Update – Angela Holt, IDEA Council Chair and Director of College and Career Readiness, Western Nevada College, provided an update on IDEA-related activities at each of the NSHE institutions.

Angela Holt provided a report of IDEA-related activities throughout the System which included the following: WNC: will host an upcoming LGBTQIA+ training and held a Dia De Los Muertos altar competition; CSN: currently in the process of hiring an undocumented student programs coordinator, will host an international student week and hosted a week-long celebration for first-generation college students; NSU: celebrated the opening of its Multicultural Collective and the space has had over 600 visitors to-date and welcomed the largest Dream.US cohort in fall 2023; GBC: recently hired a tutor in its academic success center who specializes in assisting ESL learners and will host an LGBTQIA+ train the trainer session; UNR: the 2024 Northern Nevada Diversity Summit is scheduled for February 22, counseling services hosted an event celebrating Transgender Week of Visibility and will celebrate Native American Heritage Month by hosting a variety of events on campus; DRI: recently distributed its annual Inclusion and Belonging Survey and hosted a Dia De Los Muertos celebration; TMCC: will implement

7. Information Only-IDEA Council Campus Activity Update – *(continued)*

UndocuAlly training and recruited a Native American Indigenous Student Advocate; and UNLV: will host a week of programs for first-generation students, a symposium with the Office of the Intersection and will host an event on undocumented student communities.

Regent Cruz-Crawford requested that dates for NSHE DEI events be shared with the Regents.

8. Information Only-New Business – Regent Goodman requested that an item be placed on the next agenda that mirrors the resolution passed by the United States Senate and United States House of Representatives as it would support the NSHE’s condemnation of antisemitism. She read language from the resolution into the record that she is requesting be on the next IDEA Committee agenda.

9. Information Only-Public Comment – Dr. Amy Pason stated that UNR faculty are committed to diversity in hiring and they have spent many years honing policy and practices to ensure education/training on implicit biases are available to faculty, diversifying candidate pools and so forth. She concluded that hiring on campuses should be left to faculty at each of the institutions. Dr. Pason also noted there are equity study experts at the NSHE institutions available for the Regents to consult.

Dr. Kent Ervin said he appreciated the information provided by SYNDIO, but wanted to clarify that it was a sales presentation. He stated if the Board would like to enlist a company such as SYNDIO, they would need to seek companies that have expertise in the higher education industry.

Dr. Bill Robinson, UNLV Faculty Senate Chair, expressed his concerns with pay equity within the NSHE and the challenges with working with the Legislature to address those issues.

The meeting adjourned at 2:37 p.m.

Prepared by: Winter M.N. Lipson
Special Assistant and Coordinator to the Board of Regents

Submitted for approval by: Keri D. Nikolajewski
Chief of Staff to the Board of Regents