

Minutes approved by the Board of Regents at the December 4-5, 2024, meeting.

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

University of Nevada, Reno
Joe Crowley Student Union, Milt Glick Ballrooms B & C
87 West Stadium Way, Reno
Thursday, June 6, 2024

Video Conference Connection from the Meeting Site to:
System Administration, Las Vegas
4300 South Maryland Parkway, Board Room
and
Great Basin College, Elko
1500 College Parkway, Berg Hall Conference Room

Members Present: Dr. Michele Cruz-Crawford, Chair
Mr. Donald Sylvantee McMichael Sr., Vice Chair
Mr. Joseph C. Arrascada
Mrs. Carol Del Carlo
Ms. Stephanie Goodman

Other Regents Present: Mrs. Amy J. Carvalho, Board Chair
Dr. Jeffrey S. Downs, Board Vice Chair
Mr. Patrick J. Boylan
Mr. Byron Brooks
Ms. Heather Brown
Dr. Lois Tarkanian

Others Present: Ms. Patricia Charlton, Interim Chancellor
Ms. Keri D. Nikolajewski, Chief of Staff to the Board of Regents
Mr. Chris Viton, Vice Chancellor of Budget & Finance/
Chief Financial Officer
Mr. Eric Gilliland, Chief Human Resources Officer
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
Dr. DeRionne P. Pollard, NSU President
Dr. Karin M. Hilgersom, TMCC President
Dr. Keith E. Whitfield, UNLV President
Mr. Brian Sandoval, UNR President
Dr. J. Kyle Dalpe, WNC President

Faculty senate chairs in attendance: Mr. Patrick Villa, CSN; Mr. David Sexton, GBC; Dr. Molly Appel, NSU; Dr. Eric Bullis, TMCC; Dr. Bill Robinson, UNLV; Dr. Peter S. Reed, UNR; and Mr. Martin Schmidt, WNC. Student body presidents in attendance: Mr. Kevin Osorio Hernandez, NSU; Ms. Lisha Allison, TMCC; Mr. Allister Dias, UNLV-CSUN; Ms. Teresa Marie, UNLV-GPSA; Mr. Dawson Deal, UNR-ASUN; Ms. Tania Akter, UNR-GSA; and Ms. Catlina Wilson, WNC.

Chair Michele Cruz-Crawford called the meeting to order at 9:32 a.m. with all members present. Chair Cruz-Crawford provided the Land Acknowledgement.

Chair Cruz-Crawford announced that Agenda Item 8 (Board of Regents Resolution Condemning Antisemitism at NSHE Institutions) will be moved to the next meeting of the Committee.

1. Information Only-Public Comment – The following individuals offered public comment in opposition to the Board of Regents adopting the Antisemitism Resolution as presented in Agenda Item 8: James Woodbridge; Cole Nasrallah; Sophie Dagostino; Stefany Funes; Isabella Galvez Lopez; Isaac Hawkins; Christine Clark; Tevin Stewart; Michael Kagan; Jasmin Bryant; Zachary Santiwan; Cece Carodine; Alana Younger-Naughton; Brenda Hernandez; Yesenia Moya Garay; Wiley Roseman; Jessica Bosch; Karen Pettit; Ed Uehling; Martin Gomez; Chris Wang; Ahmed Naji; Dawson Deal; Evan Robinson; Vera Miller; SaMoura Horsley; Jocelyn Simmons; Fatema Azmee; Jim New; Samuel Lieb; Nicholas Klein; Jasmine (*last name unintelligible*); and Ricardo Rubalcaba .

The following individuals offered public comment in support of the Board of Regents adopting the Antisemitism Resolution as presented in Agenda Item 8: Ryan Sanshuck; and Stephanie Goodman.

Dr. Bill Robinson, UNLV Faculty Senate Chair, offered public comment regarding campus safety related to the conflict in the Middle East. He cautioned the Board to not exclude other groups while focusing on antisemitism efforts.

Janet Najera offered public comment in support of Agenda Item 6 (Undocumented Student Success Council) and continuing conversations that will provide more inclusive opportunities for the undocumented student community.

2. Approved-Minutes – The Committee recommended approval of the minutes from the November 15, 2023, meeting. (*Ref. IDEA-2 on file in the Board office*)

Regent Arrascada moved approval of the minutes from the November 15, 2023, meeting. Regent Del Carlo seconded. Motion carried.

3. Information Only-Chair's Report – Chair Michele Cruz-Crawford commented that it is her first meeting as Chair of the IDEA Committee and how it is a privilege to represent the NSHE community in her new role. She provided some background information regarding her personal and educational experiences. Chair Cruz-Crawford also discussed some of the DEI events she recently attended and participated in on the NSHE campuses.
4. Information Only-Northern Nevada Diversity Summit – Cheyenne Magpantay, NSHE Specialist, University of Nevada, Reno Office of Diversity, Equity, and Inclusion, reported on the 2024 Northern Nevada Diversity Summit.

Ms. Magpantay provided an overview of the 2024 Northern Nevada Diversity Summit which included: the theme of the summit – “Critical, Constructive, and Courageous Conversations”; demographics of the 700 registered participants; sponsoring partners; 56 volunteers and 113 presenters received a certification of recognition from the UNR President’s Office; the summit’s schedule and sessions; Dr. Myisha Cherry’s keynote – “On Conversations: How Emotions Impact Our Relationships”; and the Northern Nevada Diversity Summit’s Student Speech Contest winners.

5. Information Only-Community Engagement Report and IDEA Council Priorities for FY 2025 – Chair Michele Cruz-Crawford; Director of Community Engagement, Equity, and Inclusion Tillery Williams; Interim Chancellor Patricia Charlton; and IDEA Council Chair Angela Holt, presented on recent community engagement efforts including the IDEA Council Annual Retreat held at UNR in February and the Systemwide IDEA Virtual Listening Sessions hosted by Chair Cruz-Crawford, Interim Chancellor Patty Charlton, and the IDEA Council in April. Additionally, the FY 2025 IDEA Council priorities, shaped by input from the NSHE community and approved by Interim Chancellor Charlton, were presented. (*Ref. IDEA-5 on file in the Board office*)

The presentation included: roster of the current IDEA Committee members; the IDEA Committee’s charge; IDEA Council collaboration including its charge; the 2024 IDEA Council’s Annual Retreat which entailed discussing current challenges centered around DEI-related work in higher education; determining the IDEA Council’s priorities for FY 2025; and the statewide April 2024 IDEA virtual listening sessions and identifying common themes (e.g., data, Chief Diversity Officer Role and Support, and Systemwide IDEA-related Climate Survey), issues and short-term solutions.

Regent Arrascada exited the meeting.

Dr. Lawrence Weekly, CSN Chief of Staff/Chief Diversity Officer, thanked the IDEA Committee and Interim Chancellor for their work on DEI initiatives, offered a few remarks as the incoming IDEA Council Chair, and introduced Ms. Raquel Melson, CSN Director of DEI.

Regent Goodman and Interim Chancellor Charlton discussed the importance of access to higher education in Nevada for all individuals and how the leaders of NSHE must address that matter as a team.

5. Information Only-Community Engagement Report and IDEA Council Priorities for FY 2025 – *(continued)*

Regent Brooks requested a current roster of members on the IDEA Council and the Interim Chancellor said she would send it to the Board.

At the request of Regent Brooks, Mr. Williams discussed how chief diversity officers cannot operate without a deep understanding of the current social issues. Mr. Williams clarified that the current vulnerability of chief diversity officers is because DEI is at the forefront of many political conversations and decisions, and there are states that have dismantled DEI units altogether.

Regent Arrascada entered the meeting.

In response to an inquiry from Regent Boylan, Chair Cruz-Crawford and Interim Chancellor Charlton discussed the disadvantages of centralizing all DEI units on the NSHE campuses into one department at the System level. Each DEI department is specific to the campus and population it serves and having one department for the entire System would take away from building relationships/personal connections, creating safe spaces unique to each campus and would convolute pathways to resources at the individual institutions.

Regent Boylan and Interim Chancellor Charlton discussed how the work of the campus DEI departments and IDEA Council could be presented to the Board in one report instead of learning about the work through various reports such as the metrics presentations and financial aid reports.

6. Information Only-Undocumented Student Success Council – UNLV Resource Coordinator for the Undocumented Student Program Nayelli Rico Lopez, NSU Manager for the Undocumented Student Program Marianna Sarmiento Hernandez, and CSN Lead Counselor Ester Pla-Cazares provided an update on Council initiatives and activities. *(Ref. IDEA-6 on file in the Board office)*

The presentation included: the mission of the NSHE Undocumented Student Success Council (USSC) – to build a comprehensive, state-wide support system for undocumented students, faculty and staff; student profile/opportunity gap: population, access to work authorization and diverse community; student needs: push out factors – financial barriers, legal precarity, healthcare and work authorization, and retention factors: financial aid, legal services, health services and career and professional development; addressing challenges: advocacy, rapid response, consulting and direct services; and support recommendations: 1) fund the expansion of immigration legal services across the system; and 2) facilitate innovations to workforce development for students without work authorization.

Regent Goodman and Ms. Sarmiento Hernandez discussed pathways to citizenship and how the NSHE USSC advocates for and assists DACA students with obtaining citizenship through state and federal delegations.

6. Information Only-Undocumented Student Success Council – (continued)

Regent Del Carlo and Ms. Sarmiento Hernandez discussed the work authorization issue for DACA students who have completed their degrees and have the appropriate experience; however, cannot join the workforce because of their citizenship status.

Regent Boylan asked how closely the NSHE USSC works with the IDEA Council. Mr. Williams answered that the NSHE USSC is a sub-council of the IDEA Council.

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.

The IDEA Council campus activity update included: WNC: FY25 strategic initiatives to include fostering and enhancing DEI efforts on campus; TMCC: recently organized the following: training sessions on LGBTQIA+ topics, AANHPI heritage month celebrations, a unity graduation, program on safety, planning, understanding domestic violence and leveraging campus resources for Native American students, and five individuals from TMCC attended the National Conference on Race and Ethnicity; DRI: completed its annual *Inclusion and Belonging Survey* at the end of 2023 and finalized the data report and recommendations in February 2024, and DRI's IDEA committee organized an event in March 2024 on understanding and recognizing bias in the workplace; UNLV: recently held the 2nd Annual Mental Health Forum, UNLV was selected to receive the Sloan Centers for Systemic Change grant to improve educational environments in STEM doctoral programs, and held a "Finding Common Ground" series on protecting freedom of religion and human dignity; GBC: organized events for AANHPI heritage month, and recently created its first DEI club and has scheduled cultural and diversity-focused events for fall 2024; CSN: recently hired a coordinator for undocumented student programs, equity training has been provided for the CSN executive leadership team, recently hosted a community discussion called "Advocating for the Future of DEI" with 100 attendees from the CSN campuses and community, and HSI Taskforce monthly meetings; UNR: on June 1, the Director for Diversity, Equity and Inclusion was appointed, in spring 2024, 243 faculty, staff and students completed the *Foundations for Advancing Belonging* training series, and the ASPIRE affinity group has been working on shaping and advancing AAPI initiatives on campus; NSU: will host the 2024 Southern Nevada Diversity Summit, the Multicultural Collective welcomed over 1,000 visitors in its first academic year since opening, and NSU graduated its largest class of the DREAM US Scholars in spring 2024.

Regent Goodman thanked Ms. Holt for the update and asked that Jewish students be kept in mind, especially at this time, regarding all the initiatives and programs being promoted on the campuses.

8. Deferred-Board of Regents Resolution Condemning Antisemitism at NSHE Institutions – This item was deferred to the next meeting of the Committee.
9. Information Only-New Business – Chair Cruz-Crawford requested the IDEA Council further examine Agenda Item 8 and to specifically work with Jewish student groups to improve the definition of antisemitism in the pending Resolution to be adopted by the Board of Regents.

Regent Arrascada requested more information on the membership and makeup of the IDEA Council to ensure there is diverse representation of the NSHE community as a whole. The Chancellor stated she will provide that information to the Board.
10. Information Only-Public Comment – Jocelyn Simmons addressed Regent Boylan’s comments made at the previous Board of Regents quarterly meeting regarding transgender athletes on the collegiate level and invited Regent Boylan to meet to discuss some different perspectives on the matter.

The meeting adjourned at 12:14 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