



NEVADA STUDENT ALLIANCE (NSA)

**AGENDA
December 2, 2021
7:00 a.m.**

The meeting was called to order at 7:00 AM.

**University of Nevada, Las Vegas
Student Union
4505 S. Maryland Parkway
Las Vegas
Room 211**

MEMBERS: **Matthew Hawn, University of Nevada, Reno, GSA (NSA Chair) Present**
 Caren Yap, University of Nevada, Las Vegas, CSUN (NSA Vice Chair) Present
 Austin Brown, University of Nevada, Reno, ASUN (NSA Secretary) Present
 Zachary Johnigan, College of Southern Nevada, ASCSN Present
 Lauren Porter, Nevada State College, NSSA Present
 Darian Richards, Truckee Meadows Community College, SGA Present
 Andrea Sanchez de Loza, Western Nevada College, ASWN Present
 Zachary Stamp, Great Basin College, SGA Present
 Nicole Thomas, University of Nevada, Las Vegas, GPSA Present
 Office Vacant, Desert Research Institute, GRAD

Guests:

- **Terina Caserto, NSA Advisor**
- **Renee Davis, Associate Vice Chancellor for Academic and Student Affairs**
- **Heather Rikalo, ASWN Advisor**

IMPORTANT INFORMATION THE AGENDA AND PUBLIC MEETING

NOTE: Below is an agenda of all items scheduled to be considered. Notification is hereby provided that items on the agenda may be taken out of the order presented, two or more agenda items may be combined for consideration, and an agenda item may be removed from the agenda or discussion relating to an item on the agenda may be delayed at any time.

The agenda and any supporting material, including materials submitted after the posting of this agenda but before the meeting, may be accessed on the Internet by visiting the NSA page of the NSHE website: <https://nshe.nevada.edu/leadership-policy/administration/academic-student-affairs/students/nevada-student-alliance/>, or by calling Terina Caserto in the NSHE Office of Academic and Student Affairs at (775) 784-3442, or emailing her at tcaserto@nshe.nevada.edu. Any supporting materials provided to members of the NSA at the meeting will be posted to

the NSA website within 24 hours after the conclusion of the meeting.

Reasonable efforts will be made to assist and accommodate physically disabled persons attending the meeting. Please call the Academic & Student Affairs Office in advance at (775) 784-3442 so that arrangements may be made.

1. ROLL CALL

NSA Secretary Austin Brown will take the roll call of members and any persons serving as a proxy for a member.

2. PUBLIC COMMENT

INFORMATION ONLY

Public comment will be taken during this agenda item. No action may be taken on a matter raised under this item until the matter is included on an agenda as an item on which action may be taken. Comments will be limited to three minutes per person. Persons making comment will be asked to begin by stating their name for the record and to spell their last name. The NSA Chair may elect to allow additional public comment on a specific agenda item when that agenda item is being considered.

In accordance with Attorney General Opinion No. 00-047 (April 27, 2001), as restated in the Attorney General's Open Meeting Law Manual, the NSA Chair may prohibit comment if the content of that comment is a topic that is not relevant to, or within the authority of, the NSA, or if the content is willfully disruptive of the meeting by being irrelevant, repetitious, slanderous, offensive, inflammatory, irrational or amounting to personal attacks or interfering with the rights of other speakers.

There was no Public Comment.

3. APPROVAL OF MINUTES

FOR POSSIBLE ACTION

Request is made for the approval of the minutes for the NSA meeting held on November 12, 2021.

NSA Member Nicole Thomas motioned to approve the minutes. Member Zachary Johnigan seconded the motion. The minutes were approved unanimously.

4. NSHE PROCEDURE AND GUIDELINES MANUAL PROPOSED REVISION: GENDER, GENDER IDENTITY, SEXUAL ORIENTATION AND PRONOUNS

INFORMATION ONLY

Associate Vice Chancellor for Academic and Student Affairs Renée Davis will share a proposed revision to the *NSHE Procedures and Guidelines Manual* implementing [Senate Bill 109](#) (Chapter 489, *Statutes of Nevada 2021*), which requires governmental agencies to request information related to sexual orientation and gender identity and report it to the Legislature.

The NSA received a presentation from Associate Vice Chancellor for Academic and Student Affairs Renée Davis about a proposed revision to the NSHE Procedures and Guidelines Manual implementing Senate Bill 109 (Chapter 489, Statutes of Nevada 2021).

Nicole Thomas asked where the data will go and be stored. Associate Vice Chancellor Davis noted that it

will go to the appropriate Human Resources departments and PeopleSoft respectively.

Chair Hawn asked what the major concerns that faculty had regarding the Universal Identification (UID)/NSHE ID. Associate Vice Chancellor Davis added that the concerns come primarily from campus registrars expressing that students may desire to have two different identities of representation at multiple campuses.

5. DISCUSSION OF PROPOSED NSA RESOLUTION FOR SUPPORTING STUDENT HOUSING THROUGH AMERICAN RECOVERY FUNDS **FOR POSSIBLE ACTION**

NSA Chair Matthew Hawn and NSA Member Nicole Thomas will lead a discussion and review of a proposed NSA resolution in support of providing funds from the American Recovery Plan (ARP) to individual NSHE institutions for affordable student housing. The NSA will discuss the proposed resolution and suggest modifications to the draft. The proposed resolution may be approved or return at a subsequent meeting for formal action by the NSA.

Zachary Johnigan asked about the number of hours that International Students are allowed to work. Chair Hawn explained the variety of differences that can occur when a student is on an International Student visa.

Nicole Thomas motioned to approve NSA Resolution for Supporting Student Housing Through American Recovery Funds. Lauren Porter seconded the motion. The motion passed unanimously.

6. MEMBER UPDATES **INFORMATION ONLY**

Members will provide an update regarding their respective campuses' planned activities and events.

Members of the NSA provided updates about their campuses ranging from events, programs, and initiatives that are coming up.

7. NSA CHAIR UPDATE **INFORMATION ONLY**

Chair Matthew Hawn will provide an update on the objectives and goals of NSA for the 2021-22 year.

Chair Hawn provided updates regarding affordable housing, future NSA meetings, and more.

8. NSA CHAIR'S REPORT **INFORMATION ONLY**

NSA Chair Hawn will discuss with the NSA the contents of the Chair's Report that will be delivered to the Board of Regents later that same day, on December 2, 2021.

Members all asked Chair Hawn to add updates to his report for the Board of Regents.

9. NEW BUSINESS **INFORMATION ONLY**

Items for consideration at future meetings may be suggested. Any discussion of an item under "New Business" is limited to description and clarification of the subject matter of the item, which may include the reasons for the request, and no substantive discussion may occur at this

meeting on new business items in accordance with the Nevada Open Meeting Law (NRS 241.010 *et seq.*).

No new business.

10. PUBLIC COMMENT

INFORMATION ONLY

Public comment will be taken during this agenda item. No action may be taken on a matter raised under this item until the matter is included on an agenda as an item on which action may be taken. Comments will be limited to three minutes per person. Persons making comment should begin by stating their name for the record and spelling their last name.

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NoPublic Comment.

Adjourned at 7:55 AM.

Posted in accordance with Nevada Open Meeting Law (NRS Ch. 241), at the following locations:

CSN, Building D, 1st Floor, 6375 W. Charleston Blvd., Las Vegas, NV 89146-1124

DRI, Maxey Building, 2215 Raggio Parkway, Reno, NV 89512-1095

DRI, Southern Nevada Science Center, 755 E. Flamingo Road, Las Vegas, NV 89119-7363

GBC, Berg Hall, 1500 College Parkway, Elko, NV 89801

NSC, Great Hall, 1125 Nevada State Drive, Henderson, NV 89015

TMCC, Red Mountain Building (RDMT 200) 7000 Dandini Blvd. Reno, NV 89512

UNLV, Flora Dungan Humanities 9 (FDH), 1st and 7th Floors, 4505 Maryland Parkway, Las Vegas, NV 89154-1001

UNR, Clark Administration, University of Nevada, Reno, Reno, NV 89557

WNC, Bristlecone Building Lobby, 2201 W. College Parkway, Carson City, NV 89703

System Administration, 4300 S. Maryland Parkway, Las Vegas, NV 89119-7530

System Administration, 2601 Enterprise Road, Reno, NV 89512

Nevada Public Notice Website - <https://notice.nv.gov> NSHE Website - <https://nshe.nevada.edu/leadership-policy/administration/academic-student-affairs/students/nevada-student-alliance/>

Proposed Revision to NSHE Procedures and Guidelines Manual

Chapter 7, new Section 4 and Section 6

November 19, 2021

Timeline Since Passage of SB 109

During 2021 Session, the Nevada Legislature enacted, and Governor Sisolak signed into law [Senate Bill 109](#) (Chapter 489, *Statutes of Nevada 2021*), which revised NRS 239B to require the collection of data on gender identity and sexual orientation by state agencies whenever they collect data on race/ethnicity. Soon after session closed, NSHE's Department of Academic & Student Affairs began work on an update to the *NSHE Procedures and Guidelines Manual* to bring the system into compliance with state law. The original draft of the procedure was vetted with campus diversity officers through the Equity, Diversity and Inclusion Council (EDIC) in June 2021. Based on discussions at EDIC and with individual diversity officers, further revisions were made, including the addition of pronouns. While pronouns are not contemplated in SB 109, the diversity officers as a whole felt strongly that the time was right to begin collecting pronouns.

The subsequent revised draft was shared widely with campuses (human resource officers, student affairs officers, registrars, staff and faculty who were not off contract) in July 2021. At that time, the feedback was collected, and further vetting was put on hold until students and faculty were back on campus. The current version is a response to feedback received, along with further conversations with individual diversity officers. It is important to note that all feedback received to date has been reviewed carefully and incorporated into the current draft wherever possible, but in cases where conflicting feedback existed, diversity officers were consulted for resolution.

Content of Proposed P&G Revision

New Section 4 - Overall

- Responses for each question are listed in alphabetical order so as to not elevate one choice over the other – with the exception of “multiple” and “another,” which appear next to last and second to last, ahead of “prefer not to answer.” This order is deliberate and aims to have respondents read through the entire list before they are given the option not to answer or to choose “multiple” or “another.”
- It is important that the “prefer not to answer” choice be listed as respondents cannot be required to choose a value from the provided list.
- To simplify for reporting purposes, respondents can only choose a single response. However, a “multiple” choice has been included on Questions 2, 3 and 4 to provide flexibility to respondents.
- The procedure applies to students and employees of the system.

Subsection 1

Question 1

- This response to this question will be used wherever “gender” has been traditionally collected. It is the data that will be used when doing official reporting, such as to the U.S. Department of Education (i.e. IPEDS).
- Concern has been expressed regarding the change from “gender” to “sex assigned at birth.” Substituting “sex” for “gender” this question helps to clarify the distinction between sex and

gender identity. Sex is based on biological characteristics while gender is based on socially constructed characteristics. (See [Current Measures of Sexual Orientation and Gender Identity in Federal Surveys](#).)

- Concern was also expressed about including a third category in addition to “Male” and “Female”: [Gender X (defined as Indeterminate/Intersex/Unspecified)]. This value is now used on both Nevada drivers’ license and birth certificates. (See [Changing Your Gender in Nevada](#) from the Nevada Department of Health and Human Services and [Supporting Intersex Students](#) from the U.S. Department of Education)

Questions 2 & 3

- These questions collect the two data elements required by SB 109.
- The wording of this question was developed based on a survey of best practice. While not all guidance suggests the exact wording used, as stated the question matches the spirit of the various examples by focusing on gender and sexual orientation self-identity.
- The list of options was vetted more than once by diversity officers and also by registrars, HR officers and other administrators, faculty and staff. Feedback was varied and it was not possible to incorporate all suggested values, nor is there a single “best practice” that can be used as a model. See below the statement in subsection 2, which was created to recognize concerns over the lists of identities.

Question 4

- Pronouns were added to this procedure at the request of the Diversity Officers. They see collecting students’ preferred pronouns as a natural extension of collecting gender identity.
- Concern has been expressed regarding the collection of pronouns creating an expectation by students that their chosen pronouns will consistently be used by faculty and staff. We envision a future where every member of the NSHE community will share an understanding of the appropriate use of pronouns. This is a process that will not happen overnight. To assist in these efforts, several campuses have instituted specific trainings and resources on the importance of pronouns, such as Safe Zone. If you are interested in learning more or providing similar resources on your campus, please reach out to you campus diversity officer.
- At this time the list of choices are limited to the traditional male and female pronouns and a single set of gender neutral pronouns. While other choices (such as Ze/Zem) were considered, we settled on the most common three sets, with the intention of campuses periodically surveying students who responded “another” to find out their preferred pronouns for potential additions to the list in future.

Subsection 2

- The statement was added to provide respondents information on the purpose of the collection. In addition, the statement recognizes that the lists are not inclusive of all identities and recognizes that sex, gender identity and gender expression are protected classes in Nevada.

Section 6 – Overall

- Concerns have been expressed over the syncing of gender identity, sexual orientation and pronouns between NSHE institutions as is currently done for other elements of the shared NSHE ID. Specific concerns include protecting student privacy, the possibility that students may prefer to have different identities at different NSHE campuses, and the technical effort required to maintain syncing of data elements. At the same time, there is an understandable expectation by

NSHE students that having a single NSHE ID means not having to update multiple campuses when changes are made to the shared ID record. Sex will continue to be used for general (aggregated) reporting purposes as gender has been in the past. Gender identity and sexual orientation data will be stored securely in PeopleSoft separate from sex; while these fields will also be used for aggregated reporting, campuses have the ability to limit access to such data. Finally, the purpose of collecting pronouns is to share them widely in order to create a more welcoming environment for students. In addition, each of the questions include a “prefer not to answer” option, so students will never be required to respond.

NSHE Procedures and Guidelines Manual

CHAPTER 6, new SECTION 4

Gender, Gender Identity, Sexual Orientation and Pronouns /

Additions appear in ***boldface italics***; deletions are [~~stricken~~ and bracketed]

Section 4. Gender, Gender Identity, Sexual Orientation and Pronouns

- 1. Each NSHE institution shall collect gender, gender identity, and sexual orientation information as required by Nevada Revised Statutes (NRS) 239B (as amended by SB 109, Chapter 489, Statutes of Nevada 2021). Institutions shall use the following format to collect such data whenever race and ethnicity data are collected, including on all written and online applications for admission and employment as follows:***

Question 1: What is your sex assigned at birth? (check one)

- ☐ ***Female***
- ☐ ***Gender X (defined as Indeterminate/Intersex/Unspecified)***
- ☐ ***Male***
- ☐ ***Prefer not to answer***

The “prefer not to answer” response may be omitted from documents used by Human Resources to collect personal data specifically from employees.

Question 2: Which of the following best represents how you think of your gender? (check one)

- ☐ ***Agender, Genderqueer, Non-conforming, or Non-binary***
- ☐ ***Man***
- ☐ ***Transgender***
- ☐ ***Woman***
- ☐ ***Multiple gender identities***
- ☐ ***Another gender identity***
- ☐ ***Prefer not to answer***

Question 3: Which of the following best represents how you think of your sexual orientation? (check one)

- ☐ *Asexual*
- ☐ *Bisexual, Pansexual or Fluid*
- ☐ *Gay*
- ☐ *Heterosexual or Straight*
- ☐ *Lesbian*
- ☐ *Queer*
- ☐ *Multiple sexual orientations*
- ☐ *Another sexual orientation*
- ☐ *Prefer not to answer*

Question 4: What pronouns do you use? (check one)

- ☐ *He/Him*
- ☐ *She/Her*
- ☐ *They/Them*
- ☐ *Multiple sets of pronouns*
- ☐ *Another set of pronouns*
- ☐ *Prefer not to answer*

- 2. Each institution shall include, at minimum, the following statement on materials with which gender identity, sexual orientation, and/or pronouns are collected:***

The Nevada System of Higher Education collects information on gender identity and sexual orientation as required by NRS 239B for aggregated reporting purposes. In addition, pronouns are collected to better serve our students and employees. These lists are not inclusive of all identities, yet will allow for increased demographic data for NSHE and the State of Nevada. According to NRS 233.010, sex, gender identity, gender expression and sexual orientation are protected classes in the State of Nevada.

RENUMBER SECTIONS 4 THRU 19 AS 5 THRU 20.

NSHE Procedures and Guidelines Manual
CHAPTER 6, Section 6

Universal Identification (UI)/NSHE ID –
Procedure for Updating Student Information

Additions appear in ***boldface italics***; deletions are [~~stricken~~ and bracketed]

Section 6. Universal Identification (UID)/NSHE ID – Procedure for Updating Student Information

1. The universal identification (UID), also known as the NSHE ID, is a set of data that will be synchronized across all NSHE institutions and will include the following data, as available:
 - a. Birthdate;
 - b. Birthplace (city, state, and country);
 - c. Social security number (SSN) or individual taxpayer identification number (ITIN);
 - d. Name (primary, preferred, diploma, human resources);
 - e. Address (home, mailing, billing, diploma, local, and address maintained by the international student office);
 - f. Phone (mobile, home, fax);
 - g. FERPA directory release;
 - h. Gender;
 - i. Gender identity;***
 - j. Sexual orientation;***
 - k. Pronouns;***
 - l. [~~+~~] Race/Ethnicity; and***
 - m. [~~+~~] Place and date of death and death certificate number.***

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