

**BOARD OF REGENTS and its  
CULTURAL DIVERSITY COMMITTEE  
NEVADA SYSTEM OF HIGHER EDUCATION**  
Videoconference/Teleconference  
Friday, June 12, 2020

Members Present: Ms. Laura E. Perkins, Chair  
Ms. Amy J. Carvalho, Vice Chair  
Dr. Patrick R. Carter  
Ms. Lisa C. Levine  
Mrs. Cathy McAdoo

Members Absent: Mr. John T. Moran

Other Regents Present: Dr. Jason Geddes, Chairman  
Dr. Mark W. Doubrava, Vice Chairman  
Mrs. Carol Del Carlo

Others Present: Mr. Zelalem Bogale, Deputy General Counsel  
Dr. Federico Zaragoza, President, CSN  
Mr. Bart J. Patterson, President, NSC  
Dr. Karin M. Hilgersom, President, TMCC  
Dr. Marta Meana, President, UNLV  
Dr. Vincent R. Solis, President, WNC

Dr. Brian Frost, Faculty Senate Chair, UNR, was in attendance.

Chair Laura E. Perkins called the meeting to order at 8:00 a.m. with all members present except for Regent Carter and Regent Moran.

1. Information Only-Public Comment – Vice Chair Carvalho honored the late Regent Sam Lieberman by sharing his passion about the work of the Cultural Diversity Committee and encouraged everyone to continue the work with that same passion. She added the Cultural Diversity Committee can serve as a change agent for diversity, and the Committee has a unique opportunity to make lasting policy and relation changes on the NSHE campuses. The Committee will continue the very important work it does with renewed vigor and interest in ensuring that all students on every campus are heard and seen.

Regent Carter entered the meeting.

2. Approved-Minutes – The Committee recommended approval of the minutes from the December 5, 2019, meeting (*Ref. CD-2 on file in the Board Office*).

2. Approved-Minutes – (continued)

Regent McAdoo moved approval of the minutes from the December 5, 2019, meeting. Regent Carter seconded. Motion carried. Regent Moran was absent.

3. Information Only-Remarks from the Chair – Chair Laura E. Perkins echoed Vice Chair Carvalho’s sentiments regarding Regent Lieberman and shared her excitement about the upcoming agenda items.

4. Approved-Handbook Revision, NSHE Non-Discrimination Policy – Clothing and Hairstyle – The Committee recommended approval of revisions to Title 4, Chapter 8, Section 13, of the *Handbook* pertaining to clothing and hairstyle (Refs. CD-4a and CD-4b on file in the Board Office).

Mr. Zelalem Bogale, Deputy General Counsel, provided a brief overview of the proposed policy revisions.

Regent McAdoo shared her support of the policy revisions and believes it will strengthen NSHE’s solidarity and its support of individuals from all backgrounds.

Regent McAdoo moved approval of the proposed *Handbook* revisions. Regent Levine seconded.

Chairman Geddes commented that the Board of Regents is willing to act on these types of changes and, going forward, he encouraged students to continue to bring forward any policy changes they would like the Board to consider.

Motion carried. Regent Moran was absent.

5. Approved-Handbook Revision, NSHE Information and Communications Technology (ICT) Accessibility Policy – The Committee recommended approval of revisions to Title 4, Chapter 8, Sections 14 and 15, of the *Handbook* pertaining to NSHE’s policy on Information and Communications Technology and accessibility (Ref. CD-5 on file in the Board Office).

Deputy General Counsel Bogale provided a brief overview of the proposed policy revisions.

Regent Carter moved approval of the proposed *Handbook* revisions. Vice Chair Carvalho seconded. Motion carried. Regent Moran was absent.

6. Information Only-EDIC Retreat 2020 – Dr. Edith Fernandez, Vice President, College and Community Engagement, NSC, and EDIC Chair, NSHE, and YeVonne Allen, Program Director, Equity, Inclusion, and Sustainability Office, TMCC, reported on the nature of and outcomes from the NSHE Equity, Diversity, and Inclusion Council’s retreat at DRI-Las Vegas on January 31, 2020 (*Ref. CD-6 on file in the Board Office*).

Vice President Fernandez and Program Director Allen provided a report on the NSHE Equity, Diversity and Inclusion Council (EDIC) retreat that took place in January 2020. The retreat served as a creative space for campus diversity officers to collaborate and recommend specific action items to the Board of Regents that will continue to foster diversity, equity, and inclusion, particularly in NSHE leadership including the new Chancellor.

Regent Levine asked if EDIC has information and/or has worked on a cultural competency evaluation. Vice President Fernandez said EDIC is able to share a list of instruments and resources for this. Program Director Allen added that she is proud of the collaboration among the group of NSHE diversity officers. She encouraged the Committee to provide a template to EDIC of what information is needed.

Program Director Allen thanked Vice Chair Carvalho for attending the last retreat. Vice President Fernandez shared that the next EDIC meeting is scheduled for June 24, 2020, and invitations will be sent to the Regents.

7. Information Only-Equity Efforts during the COVID-19 Pandemic – Barbee Myers Oakes, Ph.D., Chief Diversity Officer, UNLV, and Eloisa Gordon-Mora, Ph.D., University Diversity and Inclusion Officer, UNR, presented on efforts the NSHE institutions have undertaken and strategies institutions can implement going forward to ensure equity for underrepresented groups during the COVID-19 pandemic (*Ref. CD-7 on file in the Board Office*).

University and Inclusion Officer Gordon-Mora and Chief Diversity Officer Oakes addressed how the COVID-19 pandemic has highlighted and exacerbated inequities of underrepresented racial groups (including students, faculty, staff and administrators), and discussed strategies and efforts the Board of Regents can take to ensure equity for such groups during the pandemic. The presentation also included strategies to tackle systemic racism on the NSHE campuses; and the introduction of a new model to influence change, which incorporates communication, assessment, and collaboration.

Chair Perkins thanked University and Inclusion Officer Gordon-Mora and Chief Diversity Officer Oakes for the presentation. Chief Diversity Officer Oakes ensured the information shared will be sent to the Committee.

Regent Levine asked for more information about federal funding regarding EDIC initiatives, and how the Board of Regents could assist with that. Chief Diversity Officer Oakes answered there are a number of grants available to HSI-status institutions. Some grants can only be obtained through collaboration among

7. Information Only-Equity Efforts during the COVID-19 Pandemic – *(continued)*

different institutions and for the NSHE particularly, there is a need to identify a dedicated grant writer at either the System or institutional levels that could assist with the grant applications. Vice President Fernandez commented that recently the HSI Taskforce members met with federal delegation and requested assistance with developing the necessary skills within the diversity offices of the NSHE campuses to compete for grants. University and Inclusion Officer Gordon-Mora commented that an important theme that all chief diversity officers experience is a sense of isolation in their work. It is not simply a matter of adding more staff, but it is a matter of restructuring the work to elevate the purposes of diversity and inclusion more broadly.

In response to a follow-up question from Regent Levine, University and Inclusion Officer Gordon-Mora answered that a survey is being drafted at UNR to collect and tabulate data from students regarding technological, physical and non-material needs, to better prepare the institution for the return of students, faculty and staff to campus. There have also been discussions to see about implementing this survey across the NSHE.

8. Information Only-New Business – Regent Levine would like to know how EDIC can assist the Board of Regents with creating a cultural competency across the NSHE. Chair Perkins also spoke to this request and added the idea of an emotional intelligence evaluation/training.

Regent Levine requested an update from NSHE Legal on the Supreme Court's decision regarding DACA. In addition, Regent Levine also requested an overview regarding how many grant writers NSHE has in-house to take advantage of federal dollars related to diversity, equity, and inclusion.

Chair Perkins would like to explore changing the name of the Committee to make it consistent with the nomenclature seen nationally in the area.

Vice Chair Carvalho requested to see an analysis/needs assessment for training on cultural diversity for the Board of Regents, as well as faculty and staff.

9. Information Only-Public Comment – Dr. Vincent R. Solis, President, WNC, commented on the recent events surrounding the killing of Mr. George Floyd and shared the importance of addressing cultural competence as it is more than just awareness of the ongoing issues, but also understanding how and what brought the country to the place it is in now. He also discussed the importance of the digital divide and eliminating the uneven playing field for students; the need for a conversation of resources for students who attend the NSHE institutions; the issue of accountability for all presidents and the work they do for students of color; and student success rates.

Dr. Karin M. Hilgersom, President, TMCC, commented on the excellence of the meeting and shared her delight in the action that she feels and hears.

9. Information Only-Public Comment – *(continued)*

She added that having systemic models and assessments, and collaborative structures for the NSHE as a whole to employ would be a great benefit to the System.

Regent Del Carlo said it is critical for the Board of Regents to undergo training regarding cultural competency and emotional intelligence, especially when new Regents join the Board. She shared that she received her second 4-year appointment to the Nevada Advisory Committee to the US Civil Rights Commission and encouraged the Cultural Diversity Committee to share any issues with her that she can bring to the Commission.

Dr. Arnold Bell, CSN, shared his concerns about diversity, equity and inclusion at NSHE institutions. The NSHE must do a better job at promoting diversity within the faculty and administration. He recommended that each NSHE institution conduct a survey of its minority professionals to better comprehend a targeted audience's specific concerns about diversity, equity and inclusion. Dr. Bell requested each NSHE institution conduct a forensic audit of the complaints filed regarding diversity, equity and inclusion. After the data is collected, an examination of the specific issues plaguing each institution's efforts can take place. Dr. Bell's final request was that all NSHE System employees be required to take cultural competency and emotional intelligence training to better serve the minority groups within the NSHE and to improve the inner-cultural relationship among NSHE employees. He offered his assistance with any of the initiatives he mentioned.

The meeting adjourned at 9:07 a.m.

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

Submitted for approval by: Dean J. Gould  
Chief of Staff and Special Counsel to the Board of Regents

**Approved by the Board of Regents at its December 3-4, 2020, meeting.**