

**BOARD OF REGENTS and its
CULTURAL DIVERSITY COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

Videoconference/Teleconference
Friday, December 4, 2020

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

Other Regents Present: Dr. Mark W. Doubrava, Board Chair
Mrs. Carol Del Carlo, Board Vice Chair
Dr. Jason Geddes
Mr. Kevin J. Page

Others Present: Dr. Melody Rose, Chancellor
Mr. Andrew Clinger, Chief Financial Officer
Mr. Michael Flores, Chief of Staff to the Chancellor
Mr. Joseph Reynolds, Chief General Counsel
Mr. Zelalem Bogale, Deputy General Counsel
Ms. Joi Holliday, Senior Policy Analyst
Dr. Federico Zaragoza, President, CSN
Dr. Kumud Acharya, President, DRI
Ms. Joyce M. Helens, President, GBC
Mr. Bart J. Patterson, President, NSC
Dr. Karin M. Hilgersom, President, TMCC
Dr. Keith E. Whitfield, President, UNLV
Mr. Brian Sandoval, President, UNR
Dr. Vincent R. Solis, President, WNC

Faculty senate chairs in attendance were: Dr. Maria Schellhase, CSN; Dr. Laura Naumann, NSC; Dr. Theo Meek, System Administration; Ms. YeVonne Allen, TMCC; Dr. Vicki Rosser, UNLV; and Dr. Amy Pason, UNR. Also in attendance was Student Body President Ms. Alyssa Fromelius, TMCC.

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

1. Information Only-Public Comment – None.

2. Approved-Minutes – The Committee recommended approval of the minutes from the June 12, 2020, meeting (*Ref. CD-2 on file in the Board Office*).

Regent Carvalho moved approval of the minutes from the June 12, 2020, meeting. Vice Chair McAdoo seconded. Motion carried. Regent Levine and Regent Moran were absent.

3. Information Only-Remarks from the Chair – Chair Laura E. Perkins thanked staff and her fellow Committee members for their guidance and assistance with creating the meeting agenda.
4. Information Only-Name of the Cultural Diversity Committee – Joi Holliday, Senior Policy Analyst, NSHE, presented information on the names of committees/organizations across the country that are similar to the Cultural Diversity Committee and discussed how the Cultural Diversity Committee’s name may or may not fit with the nomenclature nationwide.

Regent Levine and Regent Moran entered the meeting.

Regent Levine asked if there are studies to show how other committees at different institutions are more effective. It seems that the Cultural Diversity Committee could have more actionable items rather than information only. Ms. Holliday answered that she did not come across any particular studies in regard to Regent Levine’s question; however, she is certain there are briefings available of the work of committees that would show their effectiveness. She added that the name is the projection of the work, and perhaps the Committee would consider looking at its scope of work and make any necessary changes.

Eloisa Gordon-Mora, Ph.D., Diversity and Inclusion Officer, UNR, added that the names of such committees originated decades ago in multicultural studies and should evolve to reflect new challenges and aspirations. Dr. Barbee Oakes, Chief Diversity Officer, UNLV, added that a new name for the Committee must reflect a clear understanding of the terms and the Committee’s mission, which should be based on an “equity model”; that a larger conversation with the Regents, the Chancellor, and the Presidents should be had to move this conversation forward; and that NSHE should be cognizant of how expanding the Committee’s mission (through a name change) could hamper NSHE’s diversity and inclusion officers with higher expectations.

Vice Chair McAdoo asked if Dr. Oakes and Dr. Gordon-Mora could send a document with terms of diversity to the Committee. Dr. Oakes said they could and Ms. Holliday added that they will work with members of EDIC on sending the requested information to the Committee.

Chancellor Rose added that an update to the Committee’s name in a way that reflects the System’s aspirations would be welcome in light of the

4. Information Only-Name of the Cultural Diversity Committee – *(continued)*

diversity that already exists among the NSHE community.

Regent Carter added that “equity” is important to add to the Committee’s name and/or it should be highlighted in the Committee’s charge.

5. Information Only-Diversity Among NSHE Faculty – Eloisa Gordon-Mora, Ph.D., Diversity and Inclusion Officer, UNR, presented information and data on faculty demographics at UNR and fostered a broader discussion about faculty demographics at NSHE more generally to identify potential disparities and to ensure faculty reflect the wider community it serves.

Dr. Gordon-Mora explained the differences between “diversity” (demographics), “inclusion” (belonging), and “equity” (fairness and accountability), and that demographics do not necessarily amount to equity and inclusion. She pointed out the lack of female faculty in male-dominated disciplines (e.g., science and business), which are higher paying disciplines. She said the Northwest Commission on Colleges and Universities has recently put forward new standards for diversity, equity, and inclusion, which could be a starting point for rethinking those goals at NSHE.

Regent Levine mentioned climate surveys and asked if the Cultural Diversity Committee could house something like that. Chancellor Rose answered that she began her tenure in September with a climate survey inside the System Administration and SCS to collect their thoughts, feelings and ideas about the organization. She believed the appropriate next step is for her to work with the presidents on what information is already available and what can be gleaned from recent surveys conducted on the different campuses. Ultimately, a goal would be to distribute a consistent survey System-wide.

Dr. Laura Naumann, NSC Faculty Senate Chair, commented that at NSC she sits on a committee entitled “Attracting and Engaging” which focuses on issues about how to recruit and retain faculty of all types. She shared she often wonders what her colleagues at other NSHE institutions are doing and believes providing a collection of practices, procedures, policies that are used across the System would be helpful as shared resources improve efficiencies. Dr. Naumann also expressed her support of climate surveys being distributed across the System.

Dr. Gordon-Mora added that data is fundamentally important because it is a source of evidence; however, data is just information unless it is used to implement necessary changes. Part of acting upon information is planning. Budget allocations and organizational practices have to reflect values of diversity, equity and inclusion. She also commented that climate surveys measure a time and moment and in order for those to be helpful, continued assessments must be conducted.

6. Information Only-Southern Nevada Diversity Summit 2020 – Ayesha Kidd, Associate Vice President, Organizational Development & Effectiveness, CSN, reported on the events and outcomes of the Southern Nevada Diversity Summit held virtually and hosted by CSN on October 2, 2020 (*Ref. CD-6 on file in the Board Office*).

Ms. Kidd provided highlights of the 2020 Southern Nevada Diversity Summit which included: the virtual platform; sponsorship; participation from the eight NSHE institutions; the agenda of the diversity summit; workshop topics; registration statistics; demographics: race/ethnicity, gender, highest education, age group, veteran status; attendance; budget and expenses; evaluation results; critical evaluation comments; positive evaluation comments; and learning opportunities.

In response to a comment from Regent Geddes, Ms. Kidd said all of the summit sessions are posted on the CSN website.

Dr. Gordon-Mora said that because the Northern Nevada Diversity Summit was cancelled, some of those individuals had the opportunity to present at the Southern Nevada Diversity Summit and she expressed her appreciation of the mutual support between the north and south.

7. Information Only-Executive Order 13950 on Race, Sex Stereotyping, or Scapegoating – Zelalem Bogale, Esq., Deputy General Counsel for System Administration, NSHE, presented on Executive Order 13950 issued on September 22, 2020, and discussed how it could impact NSHE institutions (*Ref. CD-7 on file in the Board Office*).

Chair Perkins asked if Executive Order 13950 is a moot point now that a new administration is transitioning in. Mr. Bogale said he did not think anything is moot until the new president is inaugurated, and this Executive Order will remain in effect until that time.

8. Information Only-New Business – Chair Perkins requested an examination of the charge of the Committee.

Regent Levine would like to explore how NSHE could conduct a systemwide climate survey focused on equity and inclusion.

Vice Chair McAdoo requested from EDIC a white paper defining the important terms in this field of work, including “diversity,” “equity,” “inclusion,” and “social justice,” among others.

9. Information-Public Comment – None.

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: Keri D. Nikolajewski
Interim Chief of Staff to the Board of Regents

Approved by the Board of Regents at its March 4-5, 2021, meeting.