

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

Videoconference/Teleconference
Thursday, February 18, 2021

- Members Present: Ms. Laura E. Perkins, Chair
Mrs. Cathy McAdoo, Vice Chair
Mr. Patrick J. Boylan
Ms. Amy J. Carvalho
- Members Absent: Dr. Patrick R. Carter
Mr. John T. Moran
- Other Regents Present: Mrs. Carol Del Carlo, Board Vice Chair
Mr. Joseph C. Arrascada
Mr. Donald Sylvantee McMichael Sr.
- Others Present: Dr. Melody Rose, Chancellor
Ms. Keri D. Nikolajewski, Interim Chief of Staff to the Board
Mr. Joseph Reynolds, Chief General Counsel
Ms. Yvonne Nevarez-Goodson, Deputy General Counsel
Dr. Kumud Acharya, President, DRI
Dr. Karin M. Hilgersom, President, TMCC
Dr. Vincent R. Solis, President, WNC

Faculty senate chairs in attendance were: Dr. Maria Schellhase, CSN; Mr. Glenn Heath, System Administration; and Dr. Vicki Rosser, UNLV. Ms. Alyssa Fromelius, TMCC Student Body President, was in attendance.

Chair Laura E. Perkins called the meeting to order at 1:00 p.m. with all members present except for Regent Carter and Regent Moran.

1. Information Only-Public Comment – None.
2. Approved-Minutes – The Committee recommended approval of the minutes from the December 4, 2020, meeting (*Ref. CD-2 on file in the Board Office*).

Regent Carvalho moved approval of the minutes from the December 4, 2020, meeting. Vice Chair McAdoo seconded. Motion carried. Regent Carter and Regent Moran were absent.

3. Information Only-Remarks from the Chair – Chair Laura E. Perkins thanked Chancellor Rose and Board staff for their work on coordinating the Committee meeting on such short notice.
4. Information Only-EDIC Retreat – Dr. Eloisa Gordon-Mora, Chair of the NSHE Equity, Diversity and Inclusion Council (EDIC), provided a brief update on the EDIC retreat held on January 27, 2021, including a summary of conversations and issues discussed.

Dr. Gordon-Mora's update noted that the EDIC retreat was held virtually for the first time, there was an informal virtual pre-retreat which took place the night before the EDIC retreat, and representatives from all of the NSHE institutions attended the retreat. Dr. Gordon-Mora also provided a summary regarding the presenters, structure of the retreat, operational and actional approaches regarding equity in regard to higher education and an overview of the NASH framework.

In response to a question from Chair Perkins regarding attendance, Dr. Gordon-Mora said that the attendance was consistent with the previous year's retreat, despite that it was virtual.

5. Approved-Name and Mission of the Cultural Diversity Committee – Chair Laura E. Perkins led a discussion on possible amendments to the name and mission of the Cultural Diversity Committee as currently set forth in Title 1, Article VI, Section 3, Subsection (d) of the Bylaws of the Board of Regents. The Committee recommended approval to direct staff to gather input from institutional faculty, staff and student stakeholders regarding the name and charge of the Committee. Based on that feedback, staff will present a draft proposal of the Committee name change and revised charge for consideration at a future meeting (*Ref. CC-5 on file in the Board Office*).

Chair Perkins commented on the importance of renaming the Cultural Diversity Committee and modernizing the name to accurately reflect the Committee's current practices. She shared UNR Faculty Senate Chair Dr. Amy Pason's recommendation for a new Committee name: "IDEA" Committee, which stands for "Inclusion, Diversity, Equity and Access."

Regent Carvalho offered comments about the Committee's potential name change and shared her support of Dr. Pason's suggestion.

The Committee, institutional presidents and participants discussed and supported the Committee name recommendation from Dr. Pason.

Mr. Joe Reynolds, Chief General Counsel, clarified that action taken on the Committee name and charge would be to direct staff to draft the new Committee name and charge recommendations based on the discussion that takes place in the meeting, and to present those drafts for consideration at the next Committee meeting.

5. Approved-Name and Mission of the Cultural Diversity Committee – *(continued)*

Vice Chair McAdoo asked for clarification on how the item should be voted on being that there is the Committee name and the charge to be considered. Ms. Yvonne Nevarez-Goodson, Deputy General Counsel, suggested two separate motions for the name and mission.

Vice Chair McAdoo moved approval of submitting “IDEA Committee” as the new name for the Cultural Diversity Committee. Regent Carvalho seconded.

Vice Chair McAdoo clarified that her motion includes that “IDEA” for the Committee name be presented to EDIC leadership and other institutional/System stakeholders for input before it is brought back to a future meeting for the Committee’s consideration. Regent Carvalho agreed.

Motion carried. Regent Carter and Regent Moran were absent.

The Committee, Chancellor Rose and participants reviewed and provided input regarding the Committee’s current mission/charge set forth in the Bylaws.

Regent Carvalho moved approval of directing staff to draft a revised charge for the Committee that incorporates discussion from the meeting and input from institutional and System stakeholders. Regent Boylan seconded. Motion carried. Regent Carter and Regent Moran were absent.

6. Approved-Adoption of NASH Equity Framework and Development of Committee FY 2022 Work Plan – Chancellor Melody Rose provided an overview of the National Association of System Heads (NASH) Equity Action Framework, as adopted by the NASH Board in October 2020. The Committee recommended approval of the Committee’s adoption of the NASH Framework and direction to staff to develop a work plan based on the NASH Framework to guide the Committee’s activities for Fiscal Year (FY) 2022. In particular, it was recommended that the Committee’s direction for the work plan focus on faculty and staff hiring, retention, promotion, and rewards criteria set forth as Essential Equity Practice #7 of the NASH Framework (*Ref. CD-6 on file in the Board Office*).

Dr. Barbee Oakes, UNLV Chief Diversity Officer, and Dr. Gordon-Mora, shared EDIC’s perspective and support regarding the NASH Framework.

Dr. Karin M. Hilgersom, TMCC President, supported the adoption of the NASH Framework and noted that it may require more human resources for

6. Approved-Adoption of NASH Equity Framework and Development of Committee FY 2022 Work Plan – (continued)

implementation.

Regent Carvalho moved approval of the adoption of the NASH Equity Action Framework. Regent Boylan seconded.

Chancellor Rose requested that the motion include a focus on Essential Equity Practice #7 of the NASH Framework as the Committee's work plan for FY 2022. She added that focusing on practice area #7 for the hiring and retention of diverse faculty and staff, based on discussions with the institutional presidents, would make the most immediate impact to the student experience and the Board's strategic goals of student success and closing the achievement gap. Chancellor Rose noted that this initiative would take sustained effort over a concerted amount of time.

Board Vice Chair Del Carlo offered support of the NASH Framework and also agreed with Chancellor Rose's recommendation to focus on practice area #7.

Regent Carvalho amended her motion to include the Committee's direction for the work plan to focus on faculty and staff hiring, retention, promotion, and rewards criteria set forth as Essential Equity Practice #7. Regent Boylan accepted the amendment. Motion carried. Regent Carter and Regent Moran were absent.

7. Approved-NSHE Equity Statement – Chair Laura E. Perkins and Chancellor Melody Rose led a discussion of ideas for drafting an NSHE Equity Statement for inclusion in the *Handbook*. The Committee recommended approval to direct staff to work with EDIC and other interested stakeholders to develop a draft equity statement consistent with the proposed revisions to the Committee charge and bring it to the Committee for review and possible approval at a future meeting.

Vice Chair McAdoo said she believes the Committee's charge, when finalized, will help guide the NSHE Equity Statement. She shared the importance of the Committee's charge and equity statement being aligned.

Board Vice Chair Del Carlo added that the Association of Community College Trustees has an Equity, Diversity and Inclusion Committee and she can share that committee's statement with the Cultural Diversity Committee to use as a reference in creating the NSHE Equity Statement.

Chair Perkins referenced the equity statement of the Association of American Colleges and Universities for additional consideration in crafting NSHE's Equity

7. Approved-NSHE Equity Statement – (continued)

Statement.

Regent Carvalho moved approval of directing staff to work with EDIC and other interested stakeholders to develop a draft equity statement consistent with the proposed revisions to the Committee charge and bring it to the Committee for review and possible approval at a future meeting. Vice Chair McAdoo seconded. Motion carried. Regent Carter and Regent Moran were absent.

8. Information Only-New Business – At the request of NSHE’s student body presidents, Chancellor Rose proposed a future agenda item for discussion and possible reconsideration of the religious holidays currently observed by NSHE.

9. Information Only-Public Comment – None.

The meeting adjourned at 2:16 p.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 June 10-11, 2021, meeting.