

**BOARD OF REGENTS and its
CULTURAL DIVERSITY COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**
System Administration, Las Vegas
4300 South Maryland Parkway, Board Room
Friday, June 11, 2021

Video Conference Connection from the Meeting Site to:
System Administration, Reno
2601 Enterprise Road, Conference Room

Members Present:

Ms. Laura E. Perkins, Chair
Mrs. Cathy McAdoo, Vice Chair
Mr. Patrick J. Boylan
Dr. Patrick R. Carter
Ms. Amy J. Carvalho

Members Absent:

Mr. John T. Moran

Other Regents Present:

Mrs. Carol Del Carlo, Board Vice Chair
Mr. Joseph C. Arrascada
Mr. Byron Brooks
Dr. Jason Geddes

Others Present:

Dr. Melody Rose, Chancellor
Ms. Keri D. Nikolajewski, Interim Chief of Staff to the Board
Mr. Caleb Cage, Vice Chancellor for Workforce Development
and Chief Innovation Officer
Mr. Andrew Clinger, Chief Financial Officer
Ms. Yvonne Nevarez-Goodson, Deputy General Counsel
Dr. Federico Zaragoza, CSN President
Dr. Kumud Acharya, DRI President
Ms. Joyce M. Helens, GBC President
Mr. Bart J. Patterson, NSC President
Dr. Karin M. Hilgersom, TMCC President
Dr. Keith E. Whitfield, UNLV President
Mr. Brian Sandoval, UNR President
Dr. Vincent R. Solis, WNC President

Faculty senate chairs in attendance were: Dr. Maria Schellhase, CSN; Dr. Eric Wilcox, DRI; Mr. Brian Zeiszler, GBC; Dr. Laura Naumann, NSC; Mr. Glenn Heath, System Administration; Ms. YeVonne Allen, TMCC; Ms. Shannon Sumpter, UNLV; Dr. Amy Pason, UNR; and Mr. Jim Strange, WNC. Student body presidents in attendance were: Ms. Darian Richards, TMCC; Mr. Austin Brown, UNR-ASUN; and Mr. Matthew Hawn, UNR-GSA.

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

1. Information Only-Public Comment – None.
2. Approved-Minutes – The Committee recommended approval of the minutes from the February 18, 2021, meeting (*Ref. CD-2 on file in the Board Office*).

Vice Chair McAdoo moved approval of the minutes from the February 18, 2021, meeting. Regent Carter seconded. Motion carried. Regent Moran was absent.

3. Information Only-Chair's Report – Chair Laura E. Perkins welcomed the Committee members and thanked everyone who assisted in preparing the meeting, including Dr. Parry for his upcoming presentation on implicit bias.
4. Information Only-Implicit Bias Presentation – Dr. Tyler Parry, Assistant Professor of African American and African Diaspora Studies, Department of Interdisciplinary, Gender, and Ethnic Studies, University of Nevada, Las Vegas, conducted a presentation entitled “Implicit Bias: Its Origins and Benefits for Society” (*Ref. CD-4 on file in the Board Office*).

Dr. Parry provided a report which included: defining “implicit bias”; the origins of implicit bias trainings and recent surge in popularity; functions of recognizing implicit bias; how and why implicit bias matters – a few examples: policing/criminal justice and marketing; and suggested references to gain further knowledge on implicit bias.

Vice Chair McAdoo thanked Dr. Parry for the presentation and commented that it is important for everyone to keep educated and be aware of implicit biases.

Chair Perkins asked how implicit bias is unlearned. Dr. Parry answered that there is a recognition that subconscious biases can never fully be eliminated; however, biases can be addressed in daily life, and it is possible for individuals to work to overcome those. Dr. Parry believes it takes education and communal support to help with unlearning implicit biases.

5. Tabled-Bylaw and Handbook Revisions, Name and Charge of the Cultural Diversity Committee – The Committee discussed an amendment to Title 1, Article VI, Section 3, Subsection (d) of the Bylaws of the Board of Regents to rename the Cultural Diversity Committee as the Inclusion, Diversity, Equity and Access (IDEA) Committee, and a proposed update to the charge of the Committee to incorporate and define the principles of inclusion, diversity, equity and access for students, staff and faculty.

5. Tabled-Bylaw and Handbook Revisions, Name and Charge of the Cultural Diversity Committee – *(continued)*

The Committee also discussed amendments to change references to the Cultural Diversity Committee to the IDEA Committee in the following sections of the Board of Regents *Handbook*: Title 4, Chapter 8, Section 5 entitled “NSHE Equity, Diversity, and Inclusion Council,” and Title 4, Chapter 10, Section 2 entitled “Supplier Diversity Spending and Inclusion Policy.” The Committee recommended approval to table the agenda item pending additional stakeholder feedback including input from the Council of Presidents (*Ref. CD-5 on file in the Board Office*).

Chair Perkins provided a brief overview of the proposed amendments.

Regent Carter asked if EDIC assisted with crafting the operational definitions for “Inclusion, Diversity, Equity and Access” (IDEA). Dr. Amy Pason, UNR, and Ms. YeVonne Allen, TMCC, confirmed that EDIC was provided the opportunity to weigh in and give input on the definitions.

Vice Chair McAdoo asked if the institution presidents had a chance to review the revisions. Chancellor Rose confirmed that it was not brought to the Council of Presidents and believed it would be an important step before approving the amendments.

Chancellor Rose recommended that action be taken to send the item back to the Chancellor for conversation with the Council of Presidents for the purpose of making a recommendation to the Committee.

Regent Carter said he supports the proposed amendments; he just wanted to ensure that before the definitions were adopted into policy, they had been vetted and approved by all relevant parties.

In response to an inquiry from Chair Perkins, Ms. Nevarez-Goodson recommended that the name change and charge of the Committee be taken in one vote.

Vice Chair McAdoo moved approval of tabling the agenda item pending additional stakeholder feedback including input from the Council of Presidents. Regent Boylan seconded.

Dr. Pason noted that the definitions that are in the proposed policy amendments are aligned with and very similar to the definitions in UNR’s Diversity, Equity, and Inclusion Strategic Plan.

5. Tabled-Bylaw and Handbook Revisions, Name and Charge of the Cultural Diversity Committee – (continued)

Chair Perkins, Vice Chair McAdoo, Regent Boylan and Regent Carvalho voted yes. Regent Carter voted no. Motion carried. Regent Moran was absent.

Vice Chair McAdoo expressed a desire to accelerate approval of the Committee's name change and charge before the December 2021 Board meeting. Ms. Keri D. Nikolajewski, Interim Chief of Staff to the Board, confirmed that the Committee Chair may call a special meeting at any time.

Chair Perkins said she will work with staff to schedule a special meeting of the Cultural Diversity Committee prior to December 2021.

6. Information Only-Draft NSHE Equity Statement – Chair Laura E. Perkins led a discussion regarding ideas and draft language for an NSHE Equity Statement to be considered by the Committee at a future meeting after additional review by EDIC and other interested stakeholders (Ref. CD-6).

Regent Carter questioned the appropriateness of the word “actualize” and Chancellor Rose recommended substituting “actualize” with “realize.”

At the request of the Chancellor, Ms. Nevarez-Goodson clarified that the draft NSHE Equity Statement is agendaized for discussion purposes only; however, the Committee may provide direction to staff on how to further edit the statement.

Regent Carter asked if the NSHE currently has an equity statement. Ms. Nevarez-Goodson answered there is not a stated equity policy within the *Handbook*.

Chair Perkins recommended adding language about transparency in the statement.

Regent Carvalho suggested that at the upcoming special meeting, perhaps a workshop with EDIC could be included to have their expertise and input in crafting the statement. Vice Chair McAdoo said that she would also like to hear the presidents' input in that meeting/workshop as well.

7. Information Only-System-wide Equity Objectives – Chancellor Melody Rose provided an overview regarding NSHE's strategies for achieving inclusive excellence through equity.

Chancellor Rose specifically outlined the Board's acceptance of the Equity Framework adopted by the National Association of System Heads (NASH), with a current focus on the NASH framework for equity in hiring and retention of faculty and staff.

7. Information Only-System-wide Equity Objectives – *(continued)*

She further highlighted NSHE’s pending participation in the NASH Equity Collaborative, which will bring systems together throughout the next year to develop best equity practices in hiring and retention. Chancellor Rose recognized the participation of the institutions’ diversity officers in the NASH Collaborative, to be led by the System’s representative, Deputy General Counsel Yvonne Nevarez-Goodson.

8. Information Only-New Business – Chair Perkins would like to schedule a special meeting of the Cultural Diversity Committee that would include a workshop with EDIC and the Council of Presidents regarding the NSHE Equity Statement, and feedback for the proposed amendments of the name and charge of the Cultural Diversity Committee.

9. Information Only-Public Comment – None.

The meeting adjourned at 8:47 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 December 2-3, 2021, meeting.