

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

University of Nevada, Las Vegas  
Student Union, Ballroom  
4505 S. Maryland Parkway, Las Vegas  
Friday, December 3, 2021

Video Conference Connection from the Meeting Site to:  
System Administration, Reno  
2601 Enterprise Road, Conference Room  
and  
Great Basin College, Elko  
1500 College Parkway, Berg Hall Conference Room

Members Present:

Ms. Laura E. Perkins, Chair  
Mr. Joseph C. Arrascada, Vice Chair  
Mr. Patrick J. Boylan  
Ms. Amy J. Carvalho  
Mr. Donald Sylvantee McMichael Sr.  
Mr. John T. Moran

Other Regents Present:

Mrs. Carol Del Carlo, Board Chair Pro Tem  
Mr. Byron Brooks  
Dr. Jason Geddes  
Dr. Patrick R. Carter  
Mrs. Cathy McAdoo

Others Present:

Dr. Melody Rose, Chancellor  
Ms. Keri D. Nikolajewski, Interim Chief of Staff to the Board  
Ms. Crystal Abba, Vice Chancellor for Academic & Student Affairs  
and Community Colleges  
Dr. Constance Brooks, Vice Chancellor of Public Affairs  
and Advancement  
Mr. Caleb Cage, Vice Chancellor for Workforce Development  
and Chief Innovation Officer  
Mr. Andrew Clinger, Chief Financial Officer  
Mr. Joseph Reynolds, Chief General Counsel  
Ms. Terina Caserto, Senior Analyst, Academic & Student Affairs  
Ms. Renee Davis, Associate Vice Chancellor and  
Director of Student Affairs  
Dr. Kumud Acharya, DRI President  
Ms. Joyce M. Helens, GBC President  
Dr. DeRionne P. Pollard, NSC President  
Dr. Jeffrey Alexander, TMCC Vice President of Academic Affairs  
Mr. Keith E. Whitfield, UNLV President  
Mr. Brian Sandoval, UNR President

Faculty senate chairs in attendance were: Dr. Julian Smit, CSN; Dr. Dave Rhode, DRI;  
Mr. Kevin Seipp, GBC; Dr. Samantha Jewell, NSC; Mr. Glenn Heath, System

Administration; Dr. Virginia Irintcheva, TMCC; Ms. Shannon Sumpter, UNLV; Dr. Amy Pason, UNR; and Mr. Jim Strange, WNC. Student body presidents in attendance were: Mr. Zachary Johnigan, CSN; Mr. Zachary Stamp, GBC; Ms. Lauren Porter, NSC; Ms. Darian Richards, TMCC; Ms. Caren Yap, UNLV-CSUN; Ms. Nicole Thomas, UNLV-GPSA; Mr. Austin Brown, UNR-ASUN; Mr. Matthew Hawn, UNR-GSA; and Ms. Andrea Sanchez De Loza, WNC.

Chair Laura E. Perkins called the meeting to order at 9:32 a.m. with all members present.

1. Information Only-Public Comment – Special Assistant and Coordinator Winter Lipson read into the record public comment submitted by Sara Quintana involving concerns regarding CTE dual enrollment program initiatives targeting Title I secondary schools with high minority populations.
2. Approved-Minutes – The Committee recommended approval of the minutes from the June 11, 2021, meeting (*Ref. CD-2 on file in the Board Office*).

Regent McMichael moved approval of the minutes from the June 11, 2021, meeting.  
Regent Boylan seconded. Motion carried.

3. Information Only-Chair's Report – Chair Laura E. Perkins thanked staff for development of the meeting agenda. She introduced the Allyship Presentation and specifically highlighted the accomplishments of presenter Dr. Sondra Cosgrove.
4. Information Only-Allyship Presentation – Dr. Sondra Cosgrove, History Professor, College of Southern Nevada, and Executive Director, Vote Nevada, conducted a presentation entitled “What is Allyship” (*Ref. CD-4 on file in the Board Office*).

Dr. Cosgrove provided a report which specifically highlighted the March on Washington, August 28, 1963 and the Letter from the Birmingham Jail, April 16, 1963. She also discussed “built in” discrimination, the opportunity for change, and the need for fairness, opportunity, equity and change.

Chair Perkins, Regent Carvalho, Regent Moran, Board Chair Pro Tem Del Carlo and Dr. Cosgrove addressed and discussed the following topics: the importance of bringing the idea of “allyship” to the center of critical discussions regarding System leadership; scheduling a potential workshop on allyship for the Board; and effective ways to promote allyship.

5. Information Only-NSHE Hispanic Serving Institutions (HSI) Taskforce – Clarissa M. Cota, J.D., Vice President, North Las Vegas Campus, College of Southern Nevada and Chair of the NSHE HSI Taskforce, conducted a presentation entitled “NSHE HSI Taskforce Institutional Data Overview” regarding the role of the NSHE HSI Taskforce, the requirements and benefits of NSHE’s institutions obtaining and maintaining status and federal funding as an HSI, and the activities and goals of the HSI Taskforce (*Ref. CD-5 on file in the Board Office*).

Vice President Cota’s presentation included: what is a Hispanic Serving Institution (HSI); the NSHE HSI Taskforce; benefits of a unified statewide

5. Information Only-NSHE Hispanic Serving Institutions (HSI) Taskforce –  
(continued)

taskforce; NSHE HSI Taskforce membership; Nevada college continuation rate; Nevada's recent milestones; CSN HSI highlights; GBC is close to becoming an HSI; NSC was the first institution to receive a Title V designation in 2015; TMCC has a 34 percent Latinx student enrollment and an active HSI taskforce; UNLV has a 30 percent Hispanic population and an active HSI/MSI taskforce and undocumented student program; UNR has a 23.5 percent Hispanic population and is actively working on creating the strategic plan process for the HSI designation; WNC's HSI milestones and partnerships; and the NSHE HSI Taskforce's goals and priorities.

Regent Carter, Dr. Melody Rose, Chancellor, Vice Chancellor of Public Affairs and Advancement Dr. Constance Brooks, and Vice President Cota discussed the following topics: attendance at the most recent HACU (Hispanic Association of Colleges and Universities) conference; grant writing and the capacity to provide pre- and post-award support; and a recent meeting with federal lobbyists to discuss federal pursuits for funding.

6. Approved-Bylaw and Handbook Revisions, Name and Duties of the Cultural Diversity Committee – The Committee recommended approval of an amendment to Title 1, Article VI, Section 3, Subsection (d) of the Bylaws to rename the Cultural Diversity Committee as the Inclusion, Diversity, Equity and Access (IDEA) Committee, and to update the duties of the Committee to incorporate and define the principles of inclusion, diversity, equity and access for students, staff and faculty.

The Committee recommended approval of amendments to change references of the Cultural Diversity Committee to the IDEA Committee in the following other 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 also recommended approval of relevant updates to the name and mission of the NSHE Equity, Diversity, and Inclusion Council (EDIC) to the NSHE Inclusion, Diversity, Equity and Access Council (IDEA Council) in Title 4, Chapter 8, Section 5 (*Ref. CD-6 on file in the Board Office*).

Chair Perkins provided a brief overview of the proposals.

Regent Moran moved approval of the proposed *Handbook* revisions. Vice Chair Arrascada seconded.

6. Approved-Bylaw and Handbook Revisions, Name and Duties of the Cultural Diversity Committee – (continued)

Regent Carvalho requested that any EDIC members present share input they may have regarding the *Handbook* revisions. Dr. Amy Pason, UNR Faculty Senate Chair, and Mr. Jose Melendrez, EDIC Chair and UNLV Executive Director of Community Partnerships, shared their support for the policy changes.

Motion carried.

7. Approved-NSHE Land Acknowledgement – The Committee recommended approval of proposed language for an NSHE-wide Land Acknowledgment to be included in formal communications of NSHE and the Board of Regents, and NSHE’s official activities, including, without limitation, Board meetings and events sponsored by NSHE.

A land acknowledgement recognizes and respects the relationship that exists between Indigenous Peoples and their ancestral and contemporary territories. Additionally, land acknowledgements provide us with the opportunity to explore the impacts of colonization and systems of oppression on Indigenous Peoples. Land acknowledgements do not exist in a historical context or past tense. It is vital to understand the long-standing history that brought us to reside on the land, and to seek to understand our place within that history. Colonialism is a current, ongoing process, and we need to build our mindfulness and understanding of our present participation (*Ref. CD-7 on file in the Board Office*).

Executive Director Melendrez provided opening remarks and introduced Dr. Natalie O’Neal, Advisory Council to the Nevada Minority Health and Equity Coalition, and a member of the Native American Steering Committee.

Dr. O’Neal’s presentation included land recognition and the steps one can take to create visibility and space for Indigenous people – research, personal connections, current issues and so forth. She presented the proposed language for the Land Acknowledgement statement to the Board.

Regent Moran moved approval of the proposed language for an NSHE-wide Land Acknowledgement. Vice Chair Arrascada seconded.

Ms. Yvonne Nevarez-Goodson, Deputy General Counsel, clarified that the motion is for the proposed Land Acknowledgement to be used at Board meetings and published on the NSHE website.

Motion carried.

8. Information Only-NSHE Summit Highlights: Southern Nevada Diversity Summit, Student Leadership Summit and UNLV Minority Serving Institution (MSI) Student Success Summit – Constance J. Brooks, Ph.D., Vice Chancellor of Public

8. Information Only-NSHE Summit Highlights: Southern Nevada Diversity Summit, Student Leadership Summit and UNLV Minority Serving Institution (MSI) Student Success Summit – (continued)

Affairs and Advancement, provided a summary and highlights from the following NSHE Summits:

- 1) Southern Nevada Diversity Summit held on October 1, 2021, hosted by Nevada State College (*Ref. CD-8a on file in the Board Office*).
- 2) MSI Student Success Summit held on September 24, 2021, hosted by the University of Nevada, Las Vegas (*Ref. CD-8b on file in the Board Office*).
- 3) Student Leadership Summit (Featuring Topics Geared Toward Empowering Women-Identifying and Non-binary Students) held on November 20, 2021, hosted by Western Nevada College (*Ref. CD-8c on file in the Board Office*).

Chair Perkins, Regent Boylan, Regent Moran, Board Chair Pro Tem Del Carlo and Vice Chancellor Brooks discussed and addressed the following topics: basic definitions of diversity, equity and inclusion, and the populations identified as underserved; federal designation and funding that supports student success; and WNC's 2014 Latino cohort which assisted with increasing graduation rates among Hispanic male students.

9. Information Only-NASH Equity Collaborative – Vice Chancellor Constance Brooks, Ph.D., and NSHE Deputy General Counsel for System Administration, Yvonne M. Nevarez-Goodson, provided an update on the NASH Equity Collaborative (*Ref. CD-9 on file in the Board Office*).

Deputy General Counsel Nevarez-Goodson and Vice Chancellor Brooks provided an update on NSHE's participation in the NASH Equity Collaborative focusing on equity in recruitment, retention, promotion and awards of faculty and staff.

10. Information Only-New Business – Chair Perkins requested to explore benchmarks for HSI and MSI designations, and also to look into pre-grant and post-grant support across the System.

Regent Moran asked for notifications of upcoming equity, diversity, inclusion and access workshops to be sent to the Regents.

11. Information Only-Public Comment – None.

The meeting adjourned at 10:55 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 June 9-10, 2022, meeting.**