

**BOARD OF REGENTS and its  
INCLUSION, DIVERSITY, EQUITY AND ACCESS COMMITTEE  
NEVADA SYSTEM OF HIGHER EDUCATION**

System Administration, Las Vegas  
4300 South Maryland Parkway, Board Room  
Wednesday, August 3, 2022

Video Conference Connection from the Meeting Site to:  
System Administration, Reno  
2600 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. Donald Sylvantee McMichael Sr.  
Mr. John T. Moran  
Dr. Lois Tarkanian

Other Regents Present: Mrs. Cathy McAdoo, Board Chair  
Ms. Amy J. Carvalho, Board Vice Chair  
Mr. Patrick J. Boylan  
Dr. Patrick R. Carter  
Mrs. Carol Del Carlo  
Dr. Jason Geddes

Others Present: Mr. Dale A.R. Erquiaga, Acting Chancellor  
Ms. Keri D. Nikolajewski, Interim Chief of Staff to the Board  
Ms. Renée Davis, Acting Vice Chancellor for Academic and  
Student Affairs and Community Colleges  
Ms. Tina Russom, Deputy General Counsel  
Mr. Tillery Williams, Senior Fiscal and Policy Analyst  
Dr. Kumud Acharya, DRI President  
Dr. Karin M. Hilgersom, TMCC President

NSC Faculty Senate Chair Christine Beaudry and UNLV-CSUN President Issac Hernandez were in attendance.

Chair Laura E. Perkins called the meeting to order at 11:30 a.m. with all members present and provided the Land Acknowledgement.

1. Information Only-Public Comment – Dr. Marcela Rodriguez-Campo, NSC, offered comments supporting the NSHE Board of Regents Anti-Discrimination Resolution.

2. Approved-Minutes – The Committee recommended approval of the minutes from the June 10, 2022, meeting. (*Ref. IDEA-2 on file in the Board Office*)

Vice Chair Arrascada moved approval of the minutes from the June 10, 2022, meeting. Regent McMichael seconded. Motion carried.

3. Information Only-Chair's Report – Chair Laura E. Perkins acknowledged the various stakeholder groups that provided input for the NSHE Board of Regents Anti-Discrimination Resolution.
4. Approved-NSHE Board of Regents Anti-Discrimination Resolution – The Committee recommended approval of the NSHE Board of Regents Anti-Discrimination Resolution, with the recommended revisions, supporting lifelong learning and teachings related to inclusion, diversity, equity, and access, and the belief that there is no better platform for these values than systems and institutions of higher education. The Resolution was originally heard before the Board at its March 2022 meeting, and since that time has been reviewed with various groups both internal and external to NSHE, including the IDEA Council (*Ref. IDEA-4 on file in the Board Office*).

Mr. Tillery Williams, Senior Fiscal and Policy Analyst, provided an overview of the timeline for creating, reviewing and revising the Resolution as currently presented.

Vice Chair Arrascada requested more information on some of the edits that were conducted on page two of the Resolution. Deputy General Counsel Russom said the second to last paragraph beginning with “Whereas” was added after March 2022. The purpose of the addition was to reference the *Handbook* and restate the Board’s pledge to the freedom of expression consistent with the First Amendment. She also clarified that additional typographical edits were made throughout the document for grammatical corrections and concision.

Regent Boylan asked why the term “everybody” could not be used without identifying specific groups. Deputy General Counsel Russom answered that in terms of legal advice, the Resolution is designed to be broad and inclusive, and to ensure that all individuals’ rights are equally protected. She stated that NSHE Counsel is comfortable with the language as it exists. Senior Fiscal and Policy Analyst Williams added that the creation of the Resolution was a grassroots effort that found its way up through the IDEA Council which is composed of chief diversity officers from all NSHE institutions – these individuals are experts in diversity and inclusivity matters and have vetted the language in the Resolution. Regent Boylan requested to continue the conversation offline.

In response to Regent Boylan’s inquiry, Board Vice Chair Carvalho said that a reaffirmation of the fundamental beliefs of the Board and System in terms of access and identifying all individuals was needed at this time.

4. Approved-NSHE Board of Regents Anti-Discrimination Resolution – *(continued)*

Board Vice Chair Carvalho asked for information on what the next steps are regarding the Resolution.

As a follow-up to Regent Boylan’s inquiry and Board Vice Chair Carvalho’s comments, Chair Perkins stated that historically the word “everyone” has meant white males, so it is very important to define what “everyone” means to acknowledge and recognize that “everyone” is truly all individuals.

Chair Perkins clarified that the Resolution would go to full Board for approval at the September 2022 quarterly meeting.

For the last sentence on page two of the Resolution, pertaining to education and training for the Board and System members, Regent Del Carlo recommended a stronger word such as “require” be used instead of “encourage.” Deputy General Counsel Russom said it is difficult to use the word “require” in terms of First Amendment concerns; however, she will further vet to ensure utilizing the word “require” is in compliance with the First Amendment.

Regent Moran commented that when the Resolution is agendized to be reviewed by the full Board, that may be the time to fine tune the wording.

Senior Policy and Fiscal Analyst Williams identified the following groups that vetted the Resolution: the Chancellor’s Cabinet, IDEA Council, Council of Presidents, student leaders, Faculty Senate, Nevada Faculty Alliance, American Civil Liberties Unions – Nevada Chapter, Las Vegas Asian Chamber of Commerce, Asian Community Development Center, Reno-Sparks Chamber of Commerce, Faith in Action, Las Vegas Alliance of Black School Educators, Latin Chamber of Commerce, Las Vegas Native Indian Center, Make the Road Nevada, NAACP, Nevada Alliance of Student Diversity, Nevada Commission on Minority Affairs, Nevada Department of Veteran Services, Nevada Minority Health and Equity Coalition, Nevada Office of Inclusive Education, Northern Nevada Latino Alliance, Progressive Leadership Alliance of Nevada, Silver State Equality, Las Vegas Urban Chamber of Commerce, and the Women’s Chamber of Commerce of Nevada.

Chair Perkins said the signature line for the Interim Chief of Staff to the Board of Regents should be changed to “Chief of Staff and Special Counsel to the Board of Regents” as that position will be filled when the Resolution is brought forward for approval in September. Deputy General Counsel Russom confirmed the edit would be made.

Regent Moran offered comments in support of the Resolution and commended all stakeholder groups that contributed to crafting the Resolution.

Regent Moran moved approval of the NSHE Board of Regents Anti-Discrimination Resolution with the recommended revisions.

4. Approved-NSHE Board of Regents Anti-Discrimination Resolution – *(continued)*

Regent Tarkanian seconded.

IDEA Council Co-Chair Dana Trimble, DRI, shared her appreciation of the open dialogue and some background information on the creation of the Resolution.

Motion carried.

Chair Perkins thanked everyone for their hard work.

5. Information Only-New Business – Vice Chair Arrascada requested a presentation by representatives from the institutional disability resource centers on the services provided for disabled students and the challenges faced in supporting students with disabilities.

Board Vice Chair Carvalho requested the following: 1) Regarding Title 4, Chapter 15, Section 4, Subsection 9, a presentation on how the NSHE can support granting in-state tuition for refugees and what other services the System can provide for that group; and 2) an annual report presented to the Committee on the Supplier Diversity Spending Policy (*Title 4, Chapter 10, Section 2*).

Chair Perkins requested that the student and System employee statistics provided on the NSHE website, which has race and ethnicity categories, should also include a disability category.

Regent Moran recognized and noted Robert G. Kilroy's presence for the record (incoming Chief of Staff and Special Counsel to the Board).

6. Information Only-Public Comment – None.

The meeting adjourned at 12:08 p.m.

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

Submitted for approval by: Robert G. Kilroy  
Chief of Staff and Special Counsel to the Board of Regents

**Approved by the Board of Regents at its September 8-9, 2022, meeting.**