

**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
Friday, November 18, 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

Members Absent: 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
Dr. Jason Geddes

Others Present: Mr. Dale A.R. Erquiaga, Acting Chancellor
Ms. Keri D. Nikolajewski, Deputy Chief of Staff to the Board
Ms. Renée Davis, Interim Vice Chancellor for Academic and
Student Affairs and Community Colleges
Mr. James Martines, Chief General Counsel and
Vice Chancellor for Legal Affairs
Ms. Crystal Chang, Senior Project Manager
Mr. Tillery Williams, Senior Fiscal and Policy Analyst
Ms. Rosalie Bordelove, Deputy Attorney General
Dr. Federico Zaragoza, CSN President
Dr. Kumud Acharya, DRI President
Ms. Joyce M. Helens, GBC President
Dr. DeRionne P. Pollard, NSC President
Dr. J. Kyle Dalpe, WNC President

Chair Laura E. Perkins called the meeting to order at 10:36 a.m. with all members present except Regent Tarkanian.

1. Information Only-Public Comment – None.

2. Approved-Minutes – The Committee recommended approval of the minutes from the September 9, 2022, meeting (*Ref. IDEA-2 on file in the Board office*).

Regent Moran moved approval of the minutes from the September 9, 2022, meeting. Vice Chair Arrascada seconded. Motion carried. Regent Tarkanian was absent.

3. Information Only-Chair’s Report – Chair Laura E. Perkins thanked staff for their work on the agenda and meeting. In addition, she shared some reflections on the Committee including her personal encouragement for supporting a culture of open communication and camaraderie. Chair Perkins expressed the importance of the entire Board being engaged and involved in the work of the Committee.

4. Approved-Handbook Revision, Anti-Bias and Anti-Discrimination Training – At the September 8-9, 2022, meeting, the Board adopted a [resolution](#) condemning “any discriminatory incidents or actions” and requested that anti-bias and anti-discrimination training be mandated for all employees and members of the Board of Regents. The Committee recommended approval of a policy (*Title 4, Chapter 8, new Section 2*) mandating each institution, the Chancellor’s Office, including special units, and the Board Office establish anti-bias and anti-discrimination education and training programs that address the effects of bias and discrimination, including racism, antisemitism, age, disability, gender, military status or obligations, sexual orientation, gender identity or expression, national origin, race, color, and religion (*Ref. IDEA-4 on file in the Board office*).

Mr. James Martines, Chief General Counsel and Vice Chancellor for Legal Affairs, provided a brief overview of the proposed policy.

Vice Chair Arrascada, Regent Brooks, Regent Carter, Acting Chancellor Dale A.R. Erquiaga and Mr. Martines addressed and discussed the following topics: the language in Points 1 and 2 in the new section (Section 2) of the policy proposal; the separate need to include “antisemitism” although the proposed policy language is broad for the purpose of inclusivity of all religions; training specific to the Regents; and the meaningful contributions from the Regents and staff in creating the policy proposal and moving it forward.

Chair Perkins invited the institutional diversity officers in attendance to offer comments. Ms. Seval Yildirim, UNLV Vice President for Diversity Initiatives and Chief Diversity Officer, commended everyone who worked on the policy proposal and requested that “Islamophobia” be included in the language.

4. Approved-Handbook Revision, Anti-Bias and Anti-Discrimination Training –
(continued)

In response to an inquiry from Mr. Lawrence Weekly, CSN Chief of Staff and Chief Diversity Officer, Chair Perkins and Mr. Martines said it is at the discretion of the Board of Regents/ Board office, System Administration, each NSHE institution and special units to develop and implement the training modules for their respective divisions.

Board Vice Chair Carvalho recommended the anti-bias and anti-discrimination training be conducted by the subject-matter experts available on the various NSHE campuses.

Regent Boylan asked for additional information on Islamophobia. Ms. Yildirim explained how anti-Islam and anti-Muslim sentiments (followers of Islam are called Muslims) both are classified under “Islamophobia,” and it is the verbiage that is used in the courts and scholarship. She further clarified that her previous comment on Islamophobia was in response to a comment made by Vice Chair Arrascada in regard to other groups targeted on campuses comparable to Jewish people. Ms. Yildirim stated that because in the policy proposal antisemitism has been identified as a necessary point for training, statistically speaking, Muslims are the other group that have been targeted on college campuses, similarly to Jewish people.

Mr. Martines stated that all religions are protected under the current language in policy.

Chair Perkins, Vice Chair Arrascada, Board Vice Chair Carvalho, Regent Boylan, Regent Brooks, Regent Carter, Acting Chancellor Erquiaga and Mr. Martines discussed and addressed the following topics: additional revisions to the policy proposal; “Antisemitism” and “Islamophobia” both have broader meanings than just the word “religion”; and the possibility of including in policy a process to censure Regents for failure to act or an action taken and the caution around that with consideration of First Amendment violations.

Vice Chair Arrascada moved approval of the policy proposal as presented. Regent Moran seconded. Motion carried. Regent Tarkanian was absent.

5. Information Only-NSHE Equity in Hiring and Retention – Blind Hiring – Amber Clayton, Senior Director, Knowledge Center Operations for the Society for Human Resource Management (SHRM) presented background information and related research on the Blind Hiring process, a recruitment strategy that promotes diverse hiring by blocking out a job candidate’s personal information (on job applications and supportive materials such as resumes) that could influence or

5. Information Only-NSHE Equity in Hiring and Retention – Blind Hiring –
(continued) “bias” a hiring decision. This presentation ties into NSHE’s strategic planning efforts by examining a process that targets equity in hiring and retention throughout the System, which is also a priority of NSHE’s IDEA Council *(Ref. IDEA-5 on file in the Board office)*.

Regent Moran exited the meeting.

Ms. Clayton provided a presentation which included: SHRM’s vision, mission and research; NSHE demographics; hiring practices; and the definition, pros and cons and implementation of blind hiring.

Regent Carter, Board Chair McAdoo, Mr. Martines, Ms. Clayton and Deputy Attorney General Rosalie Bordelove, discussed how the Nevada Open Meeting Law may interplay with access to candidate information should blind hiring be utilized and a few methods which could incorporate blind hiring while accommodating the Open Meeting Law, including using search firms with blind hiring policies.

Regent McMichael asked for more information on background checks in the NSHE executive hiring process. Mr. Martines answered the background checks are standard and not overly extensive, other than letters of recommendation, it will show convictions and other things of that nature. Mr. Tillery Williams, Senior Fiscal and Policy Analyst, shared his personal experience with the blind hiring process. Ms. Clayton provided some examples of best practices for conducting background checks from a human resources perspective.

Chair Perkins thanked Ms. Clayton for the presentation. Acting Chancellor Erquiaga commented that in his professional experience, he participated in implementing blind hiring at a different organization and it was not an easy process. He assured that staff will continue to research blind hiring with the Human Resources Advisory Council and IDEA Council on what implementation could look like within the NSHE.

6. Information Only-Southern Nevada Diversity Summit – Seval Yildirim, Vice President for Diversity Initiatives and Chief Diversity Officer, University of Nevada, Las Vegas, will provide an update on the 2022 NSHE Southern Nevada Diversity Summit. The summit was hosted by UNLV and held on October 7 *(Ref. IDEA-6 on file in the Board office)*.

Ms. Yildirim provided an overview of the 2022 Southern Nevada Diversity Summit hosted at UNLV which included: a brief history on the Southern Nevada Diversity Summit; 420 summit registrants; primary sponsors; keynote speakers; primary panels; and 21 additional concurrent sessions.

In response to an inquiry from Chair Perkins, Ms. Yildirim said the most unexpected, but positive, thing about the summit was the large number of

6. Information Only-Southern Nevada Diversity Summit – *(continued)*

attendees and the high level of enthusiasm from the group despite the ongoing fear of COVID-19. Ms. Yildirim had not yet received the official attendance metrics from online participants; however, she has heard the number is around 300 participants online and in-person throughout the day.

Ms. Yildirim confirmed for Regent McMichael that there was indigenous representation at the summit and the Land Acknowledgement was read by one of UNLV's indigenous faculty members.

7. Information Only-Disability Resource Centers on NSHE Campuses – YeVonne Allen, Executive Director Student Life, Truckee Meadows Community College; Angela Andrade-Holt, Director/ HSE Chief Examiner/ ACCCEL Program, Western Nevada College; Lawrence Weekly, Chief of Staff/ Chief Diversity Officer, College of Southern Nevada; Sharneé Walker, Director, Disability Resource Center, Nevada State College; Shane Carter, Interim Director, Disability Resource Center, University of Nevada, Reno; Bryan Hilbert, Director, Disability Resource Center, University of Nevada Las Vegas; and Arysta Sweat, Student Disability Services Coordinator, Great Basin College, provided an update on the current services being provided at each of the institutional disability resource centers, as well as notable successes and challenges faced (*Ref. IDEA-7 on file in the Board office*).

The report included: the TMCC Disability Resource Center's (DRC) mission statement, number of students served and services provided; referral sources; ADA accessible software; success highlights and community collaboration.

Vice Chair Arrascada, Regent McMichael, Ms. Allen and TMCC DRC Specialist Bill Proebstel addressed and discussed the following topics: TMCC's compliancy in all buildings on campus being accessible; and testing services accommodations such as extended time for taking tests, providing spaces with reduced distractions, scribe assistance, speech-detect software and so forth.

The meeting recessed at 12:01 p.m. and reconvened at 12:10 p.m.

The presentation continued which included: WNC Disability Services Center's data – students served, alternative testing, alternative formats, audio recorded lectures and time extension for assignments, services provided, success stories and challenges; CSN DRC's students served in FY23 thus far, services provided – class and testing accommodations, and success stories.

Regent McMichael, Regent Carter and CSN DRC Specialist Veronica Cantu, discussed the following: written/printed transcripts of class lectures and notes being provided cost-free to students who need those; high school students who enter NSHE institutions with existing Individualized Education Plan (IEP) statuses and the partnership between NSHE institutions and the Clark County

7. Information Only-Disability Resource Centers on NSHE Campuses – (continued)

School District to accommodate college freshmen with IEP statuses; the differences between high schools and colleges in diagnosing learning disabilities; and the importance for incoming college students to self-identify if they have learning disabilities so their needs can be met.

The report continued including: NSC DRC's mission, academic accommodations and populations served; UNR DRC's faculty support to implement accommodations, advocating for students with disabilities across campus, determining reasonable standards of the ADA, support of intersectionality of diversity across campus as it relates to marginalized groups; maintain compliance with the ADA and Section 504 of the Rehabilitation Act, and accommodations provided; UNLV DRC's mission, support of over 2600 students with documented disabilities, services provided, pilot programs with schools of medicine, dental, nursing, PT, OT and Public Health, and campus/curriculum access support for UNLV student veterans with disabilities, injuries and training for PAVE student mentor team; and GBC Accessibility Services for Students: 126 students served, services provided, recent success stories and current challenges.

Board Vice Chair Carvalho commended all the institutional representatives for their presentations. She asked if there was any effort among the institutions with collaborating on assistive technology licenses. GBC Student Disabilities Services Coordinator Arysta Sweat and UNLV Disability Resource Center Director Bryan Hilbert answered that certain programs have confirmed that it is not possible to share licenses; however, this is a matter that NSHE institutions can examine long-term and collaborate on a strategy to present to the different assistive technology companies.

Chair Perkins thanked all the presenters and stated there may be great benefit in having all disability resource centers provide annual reports to the Board.

8. Information Only-New Business – Regent McMichael requested information to be presented to the Regents on student debt and its effect on credit history of individuals.

Vice Chair Arrascada requested annual presentations from the disability resource centers on the NSHE campuses.

Chair Perkins requested staff explore license-sharing for assistive programs among the NSHE institutions.

Regent Carter requested a building accessibility report for each campus.

8. Information Only-New Business – *(continued)*

Vice Chair Arrascada shared that UNR has an ADA plan review committee which holds meetings bi-monthly and he would like to explore having the same type of committee on all campuses.

9. Information Only-Public Comment – None.

The meeting adjourned at 1:03 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 March 10, 2023, meeting.