

**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, February 1, 2023

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. Donald Sylvantee McMichael Sr., Vice Chair
Mr. Joseph C. Arrascada
Mrs. Michelee Cruz-Crawford
Ms. Stephanie Goodman
Dr. Lois Tarkanian

Other Regents Present:

Mr. Patrick J. Boylan
Ms. Heather Brown
Mrs. Amy J. Carvalho
Mrs. Carol Del Carlo

Others Present:

Mr. Dale A.R. Erquiaga, Acting Chancellor
Ms. Keri D. Nikolajewski, Interim Chief of Staff to the Board
Ms. Renée Davis, Interim Vice Chancellor for Academic &
Student Affairs and Community Colleges
Ms. Lynda P. King, Associate General Counsel
Mr. Alejandro Rodriguez, Director of Government Relations
Mr. Tillery Williams, Director of Community Engagement,
Equity, and Inclusion
Ms. Joyce M. Helens, GBC President

Ed Boog, Faculty Senate Chair, System Administration; and Chanikan Buntha, Student Body President, TMCC-SGA were present.

Chair Laura E. Perkins called the meeting to order at 10:00 a.m. with all members present. Regent Carvalho led the Pledge of Allegiance and Chair Perkins provided the Land Acknowledgement.

1. Information Only-Public Comment – None.

2. Approved-Minutes – The Committee recommended approval of the minutes from the November 18, 2022, meeting (*Ref. IDEA-2 on file in the Board office*).

Regent Arrascada moved approval of the minutes from the November 18, 2022, meeting. Vice Chair McMichael seconded. Motion carried.

3. Information Only-Chair’s Report – Chair Laura E. Perkins thanked everyone for attending the meeting. She stated that with the start of Black History Month, it seems apropos that the current IDEA Committee agenda come forward.

4. Approved-Juneteenth Resolution – The Committee recommended approval of a resolution encouraging the Nevada Legislature to adopt Juneteenth as a paid state holiday. The IDEA Council approved the proposed draft of the resolution in November 2022 (*Ref. IDEA-4 on file in the Board office*).

Mr. Tillery Williams, Director of Community Engagement, Equity, and Inclusion provided a brief overview of the proposed resolution.

Ms. Dana Trimble, IDEA Council Chair and DRI Human Resources Generalist and Diversity Officer, provided an overview of the background and process for creating the Juneteenth resolution.

Vice Chair McMichael moved approval of the resolution encouraging the Nevada State Legislature to adopt Juneteenth as a paid state holiday. Regent Arrascada seconded.

Regent Carvalho inquired if there is any interest among Legislators to move the Juneteenth Resolution forward and if there is any direction to the Board on how to advocate for this. Mr. Dale A.R. Erquiaga, Acting Chancellor, answered there is currently an existing bill and once the Juneteenth Resolution is approved by the full Board, there will be a lot of time to support the legislation with Board direction.

Chair Perkins and Acting Chancellor Erquiaga discussed how individual Regents are always welcome to advocate for legislation; however, they cannot speak on behalf of the entire Board. The Board as a whole will direct the Acting Chancellor on how to support the bill toward passage.

Regent Boylan asked why individual Regents could not represent the Board. Ms. Lynda P. King, Associate General Counsel, stated that the matter Regent Boylan brought forward is not agendized on the agenda at hand; however, it can be discussed at the March 3, 2023, special meeting.

4. Approved-Juneteenth Resolution – (continued)

Motion carried.

5. Approved-NSHE Equity Statement – The Committee recommended approval of a public facing NSHE Equity Statement that reflects NSHE’s values and commitment to inclusion, diversity, equity, and access, amended to include the addition of “or men” to the fourth bullet in the Statement. The IDEA Council approved the draft of the proposed statement in November 2022 (Ref. IDEA-5 on file in the Board office).

Mr. Williams and Ms. Trimble provided an overview and background information on drafting the proposed statement.

Vice Chair McMichael moved approval of the NSHE Equity Statement. Regent Tarkanian seconded.

Regent Carvalho asked if there is any interest from the Committee to propose to the full Board to include the NSHE Equity Statement in the *Handbook*. Mr. Williams answered that at this point, it will only be available on the NSHE website; however, staff can take direction to add the Statement to the *Handbook*. Acting Chancellor Erquiaga said they will discuss it with the legal team to see where an appropriate place in the *Handbook* would be to place it as the Equity Statement does align with Board policy.

Regent Goodman shared her support for the statement and recommended also adding persons who identify as men as well, to make the statement truly equitable. Mr. Williams said that staff will make that edit to the Statement and have it available at the next Board meeting. He added that when drafting the Equity Statement, historically marginalized groups were targeted. Regent Goodman responded that there are situations where men are marginalized, and her main focus is to ensure that the Statement is fully equitable.

Regent Arrascada offered a friendly amendment to the motion to include the addition of “or men” to the fourth bullet in the NSHE Equity Statement.

Vice Chair McMichael and Regent Tarkanian accepted the friendly amendment.

Chair Perkins called for the vote.

Motion carried.

6. Approved-NSHE Equity in Hiring and Retention – Blind Hiring Pilot – The Committee recommended approval of the Acting Chancellor implementing a Blind Hiring pilot within the NSHE. At the November 18, 2022, meeting, 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 “bias” a hiring decision.

Mr. Williams provided an overview of the Blind Hiring Pilot within the NSHE.

Chair Perkins, Regent Arrascada, Regent Cruz-Crawford, Regent Goodman, Regent Tarkanian, Regent Brown, Regent Carvalho, Acting Chancellor Erquiaga and Mr. Williams addressed and discussed the following topics: the purpose for blind hiring as it relates to eliminating implicit biases from employers; the process for removing name, gender and other pieces of information within blind hiring; blind hiring practices within the military; concerns on removing too much information from application materials that could compromise the quality of the candidates; determining parameters for the initial blind hiring screening process; asking important questions about the job versus questions about the individual to obtain the best candidate; structure of the proposed blind hiring pilot regarding standards, specific roles, the timeline and building an evaluative study to present to the full Board; blind hiring as a recruitment tool; and the timeframe to initiate the blind hiring pilot will depend on staffing resources.

Vice Chair McMichael moved approval of implementing a Blind Hiring Pilot within the NSHE. Regent Goodman seconded.
Motion carried.

7. Approved-IDEA Committee Meeting Schedule – The Committee recommended approval of modifying the current IDEA Committee meeting schedule to increase the number of regularly scheduled IDEA Committee meetings from two to four meetings per year.

Chair Perkins, Vice Chair McMichael, Regent Arrascada, Regent Goodman, Acting Chancellor Erquiaga, Mr. Williams and Ms. Keri Nikolajewski, Interim Chief of Staff to the Board, discussed the following: reasons for the IDEA Committee to convene more than twice a year; structure of the current Board meeting schedule; support from the IDEA Council for the IDEA Committee to have four standing meetings per year; and a potential need to increase staffing in the Board Office to support the increase in meetings generally.

7. Approved-IDEA Committee Meeting Schedule – (continued)

Vice Chair McMichael moved approval of modifying the current IDEA Committee meeting schedule to increase the number of regularly scheduled IDEA Committee meeting from two to four meetings per year. Regent Arrascada seconded. Motion carried.

8. Information Only-New Business – Regent Arrascada requested a schedule for all committee meetings be available on the NSHE website.

Regent Carvalho requested the NSHE Equity Statement be brought before the full Board for approval to be placed in the *Handbook*.

9. 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, 2023, meeting.