

**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, May 17, 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
Dr. 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
Dr. Natalie Brown, Assistant Vice Chancellor for Workforce
Development and Community Colleges
Ms. Carrie Parker, Deputy General Counsel
Mr. Tillery Williams, Director of Community Engagement,
Equity and Inclusion
Dr. Kumud Acharya, DRI President
Dr. Karin M. Hilgersom, TMCC President

Faculty senate chairs in attendance were: Ms. Tracy Sherman, CSN; and Dr. Eric Marchand, UNR.

Chair Laura E. Perkins called the meeting to order at 1:00 p.m. with all members present. Regent Arrascada led the Pledge of Allegiance and Regent Cruz-Crawford provided the Land Acknowledgement.

1. Information Only-Public Comment – Dana Trimble highlighted recent events and action items of the IDEA Council.

Gloria Sharlein expressed concerns regarding diversity, equity and inclusion (DEI) matters on the UNR campus.

2. Approved-Minutes – The Committee recommended approval of the minutes from the February 1, 2023, meeting. (*Ref. IDEA-2 on file in the Board office*)

Chair Perkins made a note that the incorrect date for the minutes was on the agenda (February 3, 2023, instead of February 1, 2023); however, the correct date is reflected in the minutes.

Regent Arrascada moved approval of the minutes from the February 1, 2023, meeting. Regent Tarkanian seconded. Motion carried.

3. Information Only-Chair's Report – Chair Laura Perkins provided a report which referenced positive working relationships with the IDEA Council, IDEA Committee and the NSHE institutions. She shared her personal concerns regarding System Counsel and Board leadership. In addition, Chair Perkins introduced Dr. Tyler D. Parry, UNLV Assistant Professor of African American and African Diaspora Studies, who spoke on the subject of privilege from an academic perspective.

4. Information Only-University Police Services Community Engagement and Outreach – Vice President of Public Safety Services and Director of University Police Services Southern Command Adam Garcia and Director of University Police Services Northern Command Chief Eric James provided an update on the community outreach and engagement efforts of the University Police Services Southern and Northern commands, respectively, and how these efforts serve the diverse student populations present on their campuses. This discussion granted the IDEA Committee the opportunity to obtain meaningful information that will allow it to recommend policies and appropriate actions to increase awareness, visibility, and emphasis of campus inclusion, diversity, equity and access, and aligns with the NSHE IDEA Council's priority to approach public safety and security systemwide through a diversity, equity, and inclusion lens.
(*Refs. IDEA-4a and IDEA-4b on file in the Board office*)

Mr. Garcia provided a report which included: University Police Advisory Board comprised of students, faculty and staff; 30 x 30 Pledge which is an initiative to develop and implement strategies and solutions to advance women in policing and to improve the representation and experiences of women in law enforcement; community outreach; and upcoming events.

Chair Perkins and Regent Boylan encouraged Mr. Garcia to include the Board on invitations to all Southern Command events when appropriate.

4. Information Only-University Police Services Community Engagement and Outreach – (continued)

Chief James provided a report which included: Police Advisory Board; programs from October 2022 to March 2023 including women’s self-defense, campus resource initiatives, community relations events, campus and community partnerships; and ongoing programs.

Vice Chair McMichael and Regent Brown commended both Mr. Garcia and Chief James for their efforts in community outreach as these events are very impactful with the community, and for taking a student-first initiative approach on the NSHE campuses.

Regent Carvalho inquired about an outreach program with the Northern Command in partnership with the UNR School of Social Work where students ride with officers to assist with calls. Chief James confirmed the program is still active and the team is preparing for the next round of applicants.

5. Information Only-Northern Nevada Diversity Summit – Dr. Angela Moore, Program Development Specialist for Diversity and Inclusion at the University of Nevada, Reno, presented information on the April 14, 2023, Northern Nevada Diversity Summit and offered general remarks about the organization and implementation of the conference. (Ref. IDEA-5 on file in the Board)

Dr. Moore provided a report which included: the theme of the event – “Effective Inclusion: Understanding and Supporting Experiences of Belonging”; conference sessions overview; Brandon Wolf as the keynote speaker; summit attendees including in-person check-ins, virtual participants and presenters with a total registration of 444 attendees; evaluation of sessions provided; and feedback from participants.

Regent Del Carlo shared her experience at the Northern Nevada Diversity Summit and enjoyed the interactive aspect of the event.

Chair Perkins, Regent Brown and Dr. Moore discussed the background of both the northern and southern diversity summits, and how experts on NSHE campuses help organize these annual events.

6. Information Only-NSHE Equity in Hiring and Retention – Blind Hiring Pilot – Chair Laura E. Perkins; Director of Community Engagement, Equity, and Inclusion Tillery Williams; and Acting Chancellor Dale A.R. Erquiaga provided an update on the progress of the blind hiring pilot within the NSHE, as approved by the Committee at its February 1, 2023, meeting, and by the Board at its March 10, 2023, quarterly meeting. Blind hiring is 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) which could influence or “bias” a hiring decision. This item aligns with the NSHE IDEA Council’s priority to hire, retain, and cultivate diverse talent throughout the System.

6. Information Only-NSHE Equity in Hiring and Retention – Blind Hiring Pilot – (continued)

Mr. Dale A.R. Erquiaga, Acting Chancellor, provided some background and a status update on the blind hiring pilot.

Mr. Tillery Williams, Director of Community Engagement, Equity, and Inclusion, stated there are ongoing conversations between the System Office and UNLV regarding the implementation of the blind hiring pilot. The System Office has also reached out to the Society for Human Resources Management (SHRM) for additional guidance on developing the pilot.

Acting Chancellor Erquiaga thanked UNLV for working with the System and encouraged the team to include the Human Resources Advisory Committee for input and insight as the pilot develops.

7. Information Only-IDEA Council Campus Activity Update – Dana Trimble, IDEA Council Chair and Human Resources Generalist and Diversity Officer, Desert Research Institute, provided an update on IDEA-related activities at each of the NSHE institutions.

Ms. Trimble provided a report which included: demographics on minority groups in the System; the three Title V grants at CSN and NSC; TMCC – Inaugural Unity Graduation Celebration, and the Fostering College Success Program; GBC – Arts and Healing Project, and LGBTQIA+ Training; CSN hosted the American Association for Hispanics in Higher Education (AAHHE) conference, and will host the Southern Nevada Diversity Summit in October 2023; CSN recently recruited its first undocumented student resource coordinator; UNR – implicit bias training for individuals participating in search committees, and the debut of a four-part DEI workshop series; NSC – Multicultural Collective, and recent DACA-related events; and DRI’s IDEA committee completed its second annual Inclusion and Belonging Survey tied to the institution’s five-year strategic plan, and hosted a Black History Month Science Trivia luncheon in February 2023.

In response to an inquiry from Regent Boylan, Ms. Trimble provided information on the IDEA Council and will send the Board the number of DEI positions (filled and vacant) on each of the campuses.

Acting Chancellor Erquiaga thanked the IDEA Council for working with the institutions on plans for the Anti-Bias/Anti-Discrimination Training and stated more information will be presented to the Regents at a future meeting. Ms. Trimble clarified for Chair Perkins that the training is scalable which allows each of the institutions to apply its own brand and individualize the training implementation as needed at each of the campuses.

Regent Arrascada noted the charge of the IDEA Council can be found in the *Handbook (Title 4, Chapter 8, Section 6)*.

8. Information Only-New Business – Regent Cruz-Crawford requested staff to research AAHHE membership for the Board.

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

Regent Boylan requested a report on all DEI positions on the NSHE campuses.

9. Information Only-Public Comment – None.

The meeting adjourned at 2:20 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 September 8, 2023, meeting.