

**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, 10:00 a.m.\*

*\* Or upon adjournment of the ad hoc Strategic Planning Committee meeting, whichever is later  
(The ad hoc Strategic Planning Committee will convene at 9:00 a.m. in the same location)*

Video or Telephone 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

A video conference connection will be made from the meeting site to the Reno System Administration Building, Conference Room, at 2601 Enterprise Road, Reno, Nevada, and to Great Basin College, Berg Hall Conference Room, at 1500 College Parkway, Elko, Nevada. In the event the video conference connection is not functioning, a teleconference connection will be made available.

Members of the Board and/or the public may attend the meeting and provide testimony or public comment at these sites. Public comment may also be submitted via the online public comment form (<http://nshe.nevada.edu/public-comment/>) or voicemail (702-800-4705 or 775-300-7661). Written comments will no longer be read into the record and voicemails will not be played for broadcast, but both will be included in the permanent meeting record.

Members of the public wishing to view the meeting may do so via live stream (<http://nshe.nevada.edu/live/>)

**BOARD**

**ROLL CALL:**

Mrs. Cathy McAdoo, Chair	_____
Ms. Amy J. Carvalho, Vice Chair	_____
Mr. Joseph C. Arrascada	_____
Mr. Patrick J. Boylan	_____
Mr. Byron Brooks	_____
Dr. Patrick R. Carter	_____
Mrs. Carol Del Carlo	_____
Dr. Mark W. Doubrava	_____
Dr. Jason Geddes	_____
Mr. Donald Sylvantee McMichael Sr.	_____
Mr. John T. Moran	_____
Ms. Laura E. Perkins	_____
Dr. Lois Tarkanian	_____

**COMMITTEE**

**ROLL CALL:**

Ms. Laura E. Perkins, Chair	_____
Mr. Joseph C. Arrascada, Vice Chair	_____
Mr. Donald Sylvantee McMichael Sr.	_____
Mr. John T. Moran	_____
Dr. Lois Tarkanian	_____

In addition to the Inclusion, Diversity, Equity and Access Committee, this meeting is noticed as a meeting of the Board of Regents to allow other Regents who may wish to attend to participate.

**IMPORTANT INFORMATION ABOUT THE AGENDA AND PUBLIC MEETING**

**NOTE:** Below is an agenda of all items scheduled to be considered. Notification is hereby provided that items on the agenda may be taken out of the order presented, including moving an item to a different day if the meeting is noticed for more than one day, two or more agenda items may be combined for consideration, and an agenda item may be removed from the agenda or discussion relating to an item on the agenda may be delayed at any time.

In accordance with the Board of Regents' Bylaws, Title 1, Article V, Section 18, items voted on may be the subject of a motion to reconsider at this meeting. A motion to reconsider an item may be made at any time before adjournment of this meeting. Similarly, if an item is tabled at any time during the meeting, it may, by proper motion and vote, be taken from the table and thereafter be the subject of consideration and action at any time before adjournment of this meeting.

\* The Board's committee meetings take place in accordance with the agendas published for those committees. Regents who are not members of the committees may attend the committee meetings and participate in the discussion of committee agenda items. However, action items will only be voted on by the members of each committee, unless a Regent is temporarily made a member of that committee under Board of Regents' Bylaws, Title 1, Article VI, Section 6. The full Board of Regents will consider committee action items in accordance with the Board of Regents agenda published for the current or for a subsequent meeting.

In accordance with the Board of Regents' Bylaws, Title 1, Article V, Section 12, a quorum may be gained by telephonic, video, or electronic transmission provided that notice to that effect has been given.

Some agenda items are noted as having accompanying reference material. Reference material may be accessed on the electronic version of the agenda by clicking the reference link associated with a particular item. The agenda and associated reference material may also be accessed on the Internet by visiting the Board of Regents' website at:

<https://nshe.nevada.edu/leadership-policy/board-of-regents/meeting-agendas/>

Many public libraries have publicly accessible computer terminals. Copies of the reference material and any additional support materials that are submitted to the Board of Regents' Office and then distributed to the members of the Board of Regents after the posting of this agenda but before the meeting, will be made available as follows: 1. Copies of any such materials are available at the Board of Regents' Office at 2601 Enterprise Road, Reno, Nevada and the Board of Regents' Office at 4300 South Maryland Parkway, Las Vegas, Nevada. A copy may be requested by calling Winter Lipson at (702) 889-8426; 2. Copies of any such materials will also be available at the meeting site.

Reasonable efforts will be made to assist and accommodate physically disabled persons attending the meeting. Please call the Board office at (775) 784-4958 in advance so that arrangements may be made.

**1. PUBLIC COMMENT**

**INFORMATION ONLY**

Public comment will be taken during this agenda item. No action may be taken on a matter raised under this item until the matter is included on an agenda as an item on which action may be taken. Comments will be limited to three (3) minutes per person. Persons making comment will be asked to begin by stating their name for the record and to spell their last name. The Committee Chair may elect to allow additional public comment on a specific agenda item when that agenda item is being considered.

**1. PUBLIC COMMENT – (continued) INFORMATION ONLY**

In accordance with Attorney General Opinion No. 00-047, as restated in the Attorney General’s Open Meeting Law Manual, the Committee Chair may prohibit comment if the content of that comment is a topic that is not relevant to, or within the authority of, the Board of Regents, or if the content is willfully disruptive of the meeting by being irrelevant, repetitious, slanderous, offensive, inflammatory, irrational or amounting to personal attacks or interfering with the rights of other speakers.

**2. MINUTES FOR POSSIBLE ACTION**

The Committee will consider approval of the minutes from the September 9, 2022, meeting. ([Ref. IDEA-2](#))

*ESTIMATED TIME: 5 mins.*

**3. CHAIR’S REPORT INFORMATION ONLY**

Chair Laura E. Perkins will provide general remarks on activities and updates since the last meeting of the Committee.

*ESTIMATED TIME: 5 mins.*

**4. HANDBOOK REVISION, ANTI-BIAS AND ANTI-DISCRIMINATION TRAINING FOR POSSIBLE ACTION**

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. Executive Vice Chancellor and Chief of Staff Crystal Abba and Chief General Counsel James Martines will request 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](#))

*ESTIMATED TIME: 15 mins.*

**5. NSHE EQUITY IN HIRING AND RETENTION – INFORMATION ONLY  
BLIND HIRING**

Amber Clayton, Senior Director, Knowledge Center Operations for the Society for Human Resource Management (SHRM) will present 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. 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. [\(Ref. IDEA-5\)](#)

*ESTIMATED TIME: 25 mins.*

**6. SOUTHERN NEVADA DIVERSITY SUMMIT INFORMATION ONLY**

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. [\(Ref. IDEA-6\)](#)

*ESTIMATED TIME: 10 mins.*

**7. DISABILITY RESOURCE CENTERS ON INFORMATION ONLY  
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, will provide an update on the current services being provided at each of the institutional disability resource centers, as well as notable successes and challenges faced. [\(Ref. IDEA-7\)](#)

*ESTIMATED TIME: 20 mins.*

**8. NEW BUSINESS**

**INFORMATION ONLY**

Items for consideration at future meetings may be suggested. Any discussion of an item under “New Business” is limited to description and clarification of the subject matter of the item, which may include the reasons for the request, and no substantive discussion may occur at this meeting on new business items in accordance with the Nevada Open Meeting Law (NRS 241.010 *et seq.*).

*ESTIMATED TIME: 5 mins.*

**9. PUBLIC COMMENT**

**INFORMATION ONLY**

Public comment will be taken during this agenda item. No action may be taken on a matter raised under this item until the matter is included on an agenda as an item on which action may be taken. Comments will be limited to three (3) minutes per person. Persons making comment will be asked to begin by stating their name for the record and to spell their last name. The Committee Chair may elect to allow additional public comment on a specific agenda item when that agenda item is being considered.

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POSTED ON THE NEVADA SYSTEM OF HIGHER EDUCATION WEBSITE (<http://system.nevada.edu/>) AND ON THE NEVADA PUBLIC NOTICE WEBSITE PURSUANT TO NRS 232.2175 (<http://notice.nv.gov/>) AT THE SYSTEM ADMINISTRATION BUILDINGS AND E-MAILED FOR POSTING AT THE EIGHT NSHE INSTITUTIONS:

CSN, Building D, 1<sup>st</sup> Floor, 6375 W. Charleston Boulevard, Las Vegas, NV 89146  
DRI, Maxey Building, 2215 Raggio Parkway, Reno, NV 89512  
DRI, Southern Nevada Science Center, 755 E. Flamingo Road, Las Vegas, NV 89119  
GBC, Berg Hall, 1500 College Parkway, Elko, NV 89801  
NSC, Rogers Student Center, 1<sup>st</sup> Floor, 1300 Nevada State Drive, Henderson, NV 89002  
TMCC, Red Mountain Building (RDMT 200), 7000 Dandini Boulevard, Reno, NV 89512  
UNLV, Flora Dungan Humanities Building (FDH), 4505 Maryland Pkwy, Las Vegas, NV 89154  
UNR, Clark Administration, University of Nevada, Reno, Reno, NV 89557  
WNC, Bristlecone Building Lobby, 2201 W. College Parkway, Carson City, NV 89703  
System Administration, 4300 South Maryland Parkway, Las Vegas, NV 89119  
System Administration, 2601 Enterprise Road, Reno, NV 89512