

**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, November 15, 2023, 1:00 p.m.

Video or Telephone Conference Connection from the Meeting Site to:
System Administration, Reno
2601 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 public may attend the meeting and provide public comment or testimony at these sites. Public comment may also be offered via telephone by calling (669) 444-9171 and entering Meeting ID 928 4944 5069 and Passcode 555 555 or by completing and submitting the online public comment form (<https://nshe.nevada.edu/regents/public-comment/>). Written comments will no longer be read into the record but 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:	Mr. Byron Brooks, Chair	_____
	Mr. Joseph C. Arrascada, Vice Chair	_____
	Mr. Patrick J. Boylan	_____
	Mrs. Susan Brager	_____
	Ms. Heather Brown	_____
	Mrs. Amy J. Carvalho	_____
	Dr. Michele Cruz-Crawford	_____
	Mrs. Carol Del Carlo	_____
	Mr. Jeffrey S. Downs	_____
	Ms. Stephanie Goodman	_____
	Mr. Donald Sylvantee McMichael Sr.	_____
	Ms. Laura E. Perkins	_____
	Dr. Lois Tarkanian	_____

COMMITTEE

ROLL CALL:	Ms. Laura E. Perkins, Chair	_____
	Mr. Donald Sylvantee McMichael Sr., Vice Chair	_____
	Mr. Joseph C. Arrascada	_____
	Dr. Michele Cruz-Crawford	_____
	Ms. Stephanie Goodman	_____
	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/regents/upcoming-meetings/>.

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.

Land Acknowledgment

Before beginning, we take a moment to recognize that here in Nevada we stand on the land of the Wa She Shu – Washoe; Numu – Northern Paiute; Nuwe – Western Shoshone; and Nuwu – Southern Paiute. We take a moment to recognize and honor their stewardship that continues into today. With this recognition, we state an intention to rightfully include their voice and respect them as the 27 sovereign tribal nations of Nevada.

CALL TO ORDER – ROLL CALL

PLEDGE OF ALLEGIANCE

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.

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 August 16, 2023, 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. FAIRNESS AND EQUITY IN THE WORKPLACE, PAY EQUITY **INFORMATION ONLY**

Representatives from SYNDIO, a company focused on helping modern companies embed workplace equity into their core business, will discuss data driven and proven methods companies can use to promote, retain, and compensate employees effectively and equitably. ([Ref. IDEA-4](#))

ESTIMATED TIME: 15 mins.

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

At the August 16, 2023, meeting, Chair Perkins directed staff to formulate a plan for implementing a blind hiring pilot within System Administration, after gathering input from all stakeholders, and to present it to the Committee at its next meeting. Interim Chancellor Patricia Charlton offered to gather and present different strategies and approaches to blind hiring at a future meeting after engaging with the Human Resources Advisory Council (HRAC) and other institutional stakeholder groups for input, therefore staff will provide an update on activities engaged in since the August 16, 2023, meeting.

ESTIMATED TIME: 10 mins.

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

Lawrence Weekly, Chief of Staff/Chief Diversity Officer, College of Southern Nevada (CSN), and Racquel Melson, Director, Office of Diversity, Equity, and Inclusion, CSN, will provide an update on the 2023 NSHE Southern Nevada Diversity Summit hosted by CSN on October 6.

ESTIMATED TIME: 10 mins.

7. IDEA COUNCIL CAMPUS ACTIVITY UPDATE **INFORMATION ONLY**

Angela Holt, IDEA Council Chair and Director of College and Career Readiness, Western Nevada College, will provide an update on IDEA-related activities at each of the NSHE institutions.

ESTIMATED TIME: 10 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 and NRS 241.020(3)(d) *et seq.*).

ESTIMATED TIME: 5 mins.

9. PUBLIC COMMENT

INFORMATION ONLY

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

CSN, Building D, 1st 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
NSU, Rogers Student Center, 1st 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