



University of New Mexico  
STAFF COUNCIL MEETING  
July 21, 2020  
Zoom

**Members Present:** Sandra Bauman, Angela Beauchamp, Lisa Beauchene, Chelsey Begay, Garon Bodor, Armando Bustamante, Angela Catena, Autumn Collins, Amanda DiMercurio, Sierra Donovan Cushing, Nathanael Faust-Shucker, Grace Faustino, Mark Fisher, Gilbert Gallegos, Ryan Gregg, Christina Heinemeyer, Kelsey Higgins, Keith Kitz, Jennifer Kavka, Maren Krake Dalton, Joseph Lane, Karen Lopez, Texanna Martin, Cindy Mason, Bryn McCabe-Kelly, Stephen Murillo, Teya Nguyen, Amie Ortiz, Ignacio Ortiz, Cynthia Perez-Chavez, Mark Reynolds, Joni Roberts, Tony Robinson, John Rodriguez, Jose Rodriguez, Kristina Rucker, Carla Sakiestewa, Scott Sanchez, Nancy Shane, John Shaski, Jessica Stanton, Azura Tallant, David Thomas, Gina Urias-Sandoval, Brian Vineyard, Tracy Wenzl, Marcus White

**Also Present:** Professional Registered Parliamentarian, Adam Hathaway

**Members Excused:** Bradford Beck, Mary Jacintha

**Members Absent:** Jennifer Benitez, Christopher Dow, Dayra Fallad-Mendoza, Anna Goodwin, Zachary Page, Athena Salazar, Jessica Serna, Debra Sparks, Jason Quinn

- I. **Call to Order:** at 1:03 p.m.
- II. **Roll Call**
- III. **Agenda approved as amended.**
- IV. **Minutes from June 16, 2020 approved.**
- V. **Information Items**
  - a. Ten Minute Tidbit / Nuts & Bolts
- VI. **New Business**
  - a. Spanish Language Resolution: Cynthia Perez Chavez moves that Staff Council [Resolution 2020 #3 - Spanish Translation of Key University Communications, Mandatory Training, and Policies](#). Motion passes.
  - b. IT Committee Charge: Azura Tallant moves to adopt the Technology Committee charge as stated. Motion passes.
  - c. Safety & Policing Resolution: President Nancy Shane moves that Staff Council adopt [Resolution 2020 #4 - Requesting Town Hall Regarding Policing](#). Motion passes.
  - d. Staff Council Hero Awards: Ryan Gregg
    - i. Sheila Jurnak, Registrar, for her work on the Staff as Students initiative initiated twice a year by the SC Student Success Committee
    - ii. Deborah Kieltyka, Associate Director of Admissions & Recruitment, for her work on the Staff as Students initiative initiated twice a year by the SC Student Success Committee
    - iii. Mary Clark, Mgr, Sustainability, for her longtime commitment to
  - e. Notice on bylaw amendment (Permanent Standing Committees) – Mark Reynolds
  - f. Notice on bylaw amendment (Executive Committee Emergency Powers) – Texanna Martin

## VII. Reports

- a. President's Report, President Nancy Shane
  - i. Appointment of Mark Reynolds to the 2020-2021 Safety Committee. Additionally, Amy Ortiz will serve in an unofficial capacity as a mentee to Reynolds. Approved.
  - ii. Appointment of Angela Beauchamp as Faculty Senate liaison. Approved.
  - iii. Appointment of Ryan Gregg as ASUMN liaison. Approved.
  - iv. Meeting updates with UNM administration:
    1. Title 9
    2. UNM Budgets and loss of funding
    3. Response to COVID
    4. Climate Change Resolution
    5. Policing on campus
    6. Spanish language Resolution
  - v. ASUNM idea of a staff to student mentoring program
  - vi. Title IV and how SC may be able to help
- b. Executive Committee Report, President-elect Scott Sanchez gave a brief report on what the Executive Committee has been meeting about, discussing, and listening for.
- c. Speaker's Report, Speaker Tracy Wenzl
  - i. Appointment of Committee Members and Chairs. Approved.
  - ii. Appointment of Adam Hathaway, PRP, as Parliamentarian. Approved.
  - iii. Appointment of Tyson Eakman as P16 representative. Approved.
  - iv. Appointment of Winton Wood as P29 representative. Approved.
  - v. Wenzl asked all committees to look over their charge, and submit any potential changes for approval at the next Business meeting.
- d. Treasurer's Report, Treasurer Angela Beauchamp called for any questions about report sent via email.
- e. Committee Reports
  - i. Communications & Marketing; Mark Reynolds, Chair: Reynolds gave an update on what the committee has been working on, including: review of the Staff Council website; New Councilor Orientation; Review of items for DEI, R&R, 30<sup>th</sup> Anniversary, and Strategic Plan committees; Robert's Rules classes with Parliamentarian Hathaway; Accessibility requests
  - ii. Diversity, Equity, and Inclusion; Grace Faustino, Cindy Mason, Co-Chairs: Faustino & Mason gave an update on what the committee has been working on, including: Election of chairs; Spanish Language Resolution; Amplifying Diverse Voices; Webinar series with R&R committee; Inclusion Book Club; Proposal for potential by-law changes; Drafting standing committee rules; Proposal of informational topics focusing on DEI issues
  - iii. Government Relations; Scott Sanchez, Texanna Martin, Co-Chairs: Martin gave an update on what the committee has been working on, including: Capital Outlay projects; Barbara Dameron to join their next meeting regarding legislative priorities
  - iv. HSCS Committee; Christine Heinemeyer and Sierra Donovan-Cushing, Co-Chairs: Donovan-Cushing gave an update on what the committee has been working on, including: Newsletter; a potential zoom happy hour; "blooming beautifications" picture project for newsletter; ecards to staff;
  - v. IT Committee Azura Tallant and Sean Fisher, Co-Chairs: Tallant gave an update on what the committee has been working on, including: new charge; and asked anyone who is interested to contact them.
  - vi. Parking; Autumn Collins, Lisa Beauchene-Lawson, Co-Chairs: Collins gave an update on the Parking resolution.

- vii. Rewards and Recognition; Joe Lane, Chair: Lane gave an update on what the committee has been working on, including: Webinar series lecture; Brown Bag Lunch Series; trying to find ways to appreciate staff
- viii. Rules and Elections; Amie Ortiz, Chair: Ortiz gave an update on what the committee has been working on, including: amendment requests; Bylaw and Constitutional Amendment reviews
- ix. Student Success; Cindy Mason, Brian Vineyard, Co-Chairs: Mason gave an update on what the committee has been working on, including: Staff as Graduates; Staff Supporting Students or potential mentor program for students.
- x. 30<sup>th</sup> Anniversary; Amanda Dimercurio, Jessica Serna, Co-Chairs: Dimercurio gave an update on what the committee has been working on, including: Setting up and creation of the Staff Selfie Mosaic, which has been used on the cover of the 2020 Strategic Plan. Committee is concluded, this will be their final report.

**VIII. Meeting adjourned at 2:34 PM.**

**Minutes submitted by Amy Hawkins, Staff Council Administrator.**

**Meeting minutes can be found online at: <http://staffcouncil.unm.edu/business-meetings/index.html>**



### **UNM Staff Council 2020 Resolution #3**

**Name:** Spanish Translation of Key University Communications, Mandatory Training, and Policies

**Authors:** Angela Beauchamp, Precinct 4; Lorena Blanco-Silva, SC DEI Committee Member; Armando Bustamante, Grade 12; Cynthia Perez Chavez, Precinct 10; Grace Faustino, Precinct 6; Mary Clark, Manager, Office of Sustainability, Facilities Management; and John Shaski, Precinct 18.

**Adopted by Staff Council on:** July 21, 2020

As the flagship university *for* New Mexico, providing Spanish language resources for staff promotes a message of inclusion and respect for the diversity of our employees and their contributions and will contribute to recruiting, retaining, and promotion of Spanish speaking staff. We advocate the following:

1. Whereas, In 2019, 65.7% of UNM main campus and HSC staff identified as Hispanic/Latinx;
2. Whereas, UNM is designated as a Hispanic-Serving Institution by the US Department of Education;
3. Whereas, the University of New Mexico does not have a bilingual policy to communicate relevant and critical information to UNM staff;
4. Whereas, Facilities Management, Food Service, and Parking and Transportation departments, among others, employ a significant number of Spanish monolingual individuals or those for whom reading Spanish is the preferred choice;
5. Whereas, in the State of New Mexico, both English and Spanish are routinely used verbally and in written communications; and
6. Whereas, the University of New Mexico, acknowledges and advocates for Spanish as a heritage language and promotes bilingual education;
7. Resolved, That the UNM Staff Council requests that the University of New Mexico create a policy that requires all relevant and critical communications to staff be translated into Spanish; and
8. Resolved, That the UNM Staff Council requests that critical human resources communications, policy statements, and required trainings be translated into Spanish and made available to UNM staff as part of regular business practices. These areas include but are not limited to:
  - A. Staff Performance Evaluation
  - B. Mandatory Trainings—Active Shooter on Campus: Run, Hide, Fight; Basic Annual Safety Training; and Prevention of Harassment and Discrimination (All three of these are currently available in Spanish.)
  - C. New employee orientation materials
  - D. Critical university communications (like those related to COVID-19), some of which have already been made available in Spanish

- E. Critical Human Resources communications, including health benefit open enrollment (which is currently available in Spanish)
- F. Communications regarding professional development, advancement opportunities, and continuing education and other beneficial programming that promotes the opportunity to grow as staff
- G. University Policies at [policy.unm.edu](http://policy.unm.edu).

Copies of this Resolution shall be sent to the UNM Board of Regents; Dr. Garnett Stokes, President of UNM; Teresa Costantinidis, Senior Vice President for Finance and Administration; Dorothy Anderson, Vice President for Human Resources; Dr. Paul Roth, Chancellor for Health Sciences; Dr. James Holloway, Provost and Executive Vice President for Academic Affairs; Dr. Assata Zerai, Vice President for Equity and Inclusion; Dr. Eliseo Torres, Vice President for Student Affairs; Cinnamon Blair, Chief Marketing and Communications Officer; and *The Daily Lobo*

#### **Citations**

1. <https://public.tableau.com/profile/unm.oia#!/vizhome/Staff2015-2019/StaffbyYear2015-2019>
2. <https://www.abqjournal.com/208492/spanish-not-enshrined-as-official-nm-language.html>

## SC-Technology Committee Mission Statement

The purpose of the Technology Committee is to (i) ensure that the University's technology programs support constituents' ability to use existing tools and technologies to perform their job duties; (ii) recommend technologies that will mitigate challenges with job performance as it relates to technology restrictions; (iii) identify/coordinate trainings and documentation to assist constituents with technology challenges; and (iv) advise the Staff Council and its committees on technology-related matters related to Staff Council.



#### **UNM Staff Council Resolution #4**

**Name:** Requesting Town Hall Regarding Policing

**Authors:** Nancy Shane, Scott Sanchez and Grace Faustino

**Adopted by Staff Council on:** July 21, 2020

1. Whereas, People around the country are considering how best to ensure the safety of their communities and the actions, accountability, and role of police toward that purpose;
2. Whereas, Urban universities have a particular lens given the unique safety and community needs on campus and the overlapping jurisdictions of law enforcement;
3. Whereas, Both University of New Mexico leadership and UNM Staff Council are interested in participating in a dialogue about how best to protect all members of our community including people of color;
4. Whereas, The Staff Council's Diversity, Equity, and Inclusion Committee, reflecting on the Associate Students of New Mexico's resolution, posed a number of questions about UNM Police Department resources and practices, and recommended a Town Hall for staff to become better informed, and;
5. Whereas, The Staff Council Executive Committee requested further questions about policing at UNM from its members, encouraging councilors to seek feedback from their constituents. These questions were collected between June 26th and June 30th (See Appendix A);
6. Resolved, That the UNM leadership host a public Town Hall so that Senior Vice President Teresa Costantinidis and Interim Police Chief Joseph Silva may address the attached questions and possibly other questions gathered elsewhere, in a Town Hall setting, open to the entire University community.

Copies of this resolution will be sent to members of Garnett Stokes, PhD, President of the University; Teresa Costantinidis, Senior Vice President for Finance and Administration; and Joseph Silva, Interim Chief of the UNM Police Department.

## Appendix A: Questions Collected from Staff Councilors, Unabridged

### 1. Budget and Composition of UNMPD

- a) What is UNM PD's budget? How is it broken down?
- b) How many officers are employed by UNMPD currently and how many are on duty at any given time and how much ground are they responsible for?
- c) What process is moving forward to ensure an appropriate police chief is hired with McCabe's retiring?
- d) How much overtime does UNMPD pay out for current staff and how would that compare to hiring more officers or assistive UNM employee security staff?

### 2. Other solutions and sources of feedback

- a) Is UNMPD open to more funding for non-police security?
- b) Why have we not invested in UNM Security, despite the calls for more non-police security that go back years?
- c) How can we connect and provide internship opportunities for our minority students. Many students are first generation college students who could benefit from mentorship and internship opportunities but don't know how to go about getting there.
- d) I would like to invite and hear stories from successful minority business owners and other minority folks in power.

### 3. UNM Policy Enforcement

- a) Can someone explain why UNM Policy specifically highlights UNMPD as enforcement mechanism for some policies and why that isn't done?
- b) Has UNM PD worked out an agreement for how and when to enforce policies (weapons policy and other things like no smoking) because they have indicated they don't want to enforce policies.

### 4. Supporting UNM Police

- a) How can we support and encourage police morals during this time?
- b) How can we as an UNM community support UNMPD?

### 5. Crime figures

Incidents at UNM for the past year – by categories – what has gone up, what has gone down.

### 6. Community Engagement

- a) What are some proactive actions UNM PD is taking to reassure the UNM community that UNMPD is there for them in the face of police brutality on people of color? Perhaps hear from a representative from UNMPD.
- b) I would like to hear how UNM PD engages with the committee. For example, do they have dedicated community service requirements? If so, could you give us an example of some of these community services. If not, do they feel that this would be a useful requirement for their position in the UNM community.
- c) How does UNMPD work/collaborate with LoboRespect, SHAC, and other departments on campus? How often do officers visit departments to just check-in without being called out due to an incident?



- d) What is UNMPD doing in order to be inclusive of all communities at UNM including students, staff, faculty, and outside community members in decision making?
- e) We know that there are jurisdictions wherein City and County Governments are dependent upon revenues generated by Police Citations where no Political Will exists to Raise Taxes. Is this all our own fault? Have we guaranteed animosity between the Police and the Public? Have we demoted those who volunteered to Protect and Serve to Tax Thug? Is it possible that these civil servants, currently reviled, were reasonable people before we stranded them in a predictably toxic and abusive relationship?  
I have never been more thankful to live in Albuquerque and to work at UNM. But I am curious-about three things:
  - i. What does UNMPD and APD think of this analysis?
  - ii. What do People of Color here at UNM, Albuquerque, and New Mexico think?
  - iii. What part played Grover Nordquist in the Death of Sandra Bland?
- f) If the department was asked to reorganize what is possible without losing focus on the safety of the UNM Community.
- g) Despite the transient student population, is it possible to develop workable, sustainable community policing partnerships with both UNMPD and APD to include representatives from the many diverse groups impacted (positively and negatively) by the services these two police departments provide?
- h) Where is the police oversight board -- much in-line with APD?

#### 7. Relationship between UNMPD and APD

- a) When is a UNMPD arrest transferred to APD? How is that process conducted? Is the UNMPD report filed with APD along with the receiving APD officer's report?
- b) Can you present the organizational chart for UNM PD and describe the duties and responsibilities? Where does APD fit into this chart? If the department was asked to reorganize what is possible without losing focus on the safety of the UNM Community.
- c) I am opposed to the dismantling and defunding of our police department. It is important to have UNM Police on Campus. To hear from UNM Police department and their experience and collaboration of APD.
- d) Does APD inform UNM PD (and President) when they access campus facilities?
- e) Can someone explain exactly the differences in jurisdiction from UNM and APD?
- f) Is there any followup by UNMPD on the outcomes (charges, release etc...) of detainees?
- g) What is the process for UNMPD to ensure those convicted of crimes on campus are monitored to ensure they do not return to campus?
- h) Can we use an alert (similar to alerts previously used under DOJ investigation) to alert all campus community members when there is any police activity, and especially when APD accesses campus?
- i) When protests arise on campus, it would be ideal to keep local law enforcement uninvolved. This ideal is grounded in the idea of community-based rather than militarized policing.

#### 8. Response to Black Lives Matter

- a) What are they doing to change their approach to people of color?
- b) What formal antiracist trainings will be provided to UNMPD officers in order for them to not let their bias impact how they are abusive of marginalized communities?
- c) What fears do you have as a police officer in light of what is happening in this country?

- d) How has media changed your department's perception on the work that you do?
- e) I STRONGLY opposed the dismantling and defunding of our police department. The campus is already unsafe and additional training needs money. A few bad cops do not represent the whole. In all fairness, I want to hear from the police officers how this affects them. When was the last time Staff Council did something to support our officers? They have a difficult job.
- f) I would like to hear from Captain MCCabe UNMPD on what if any changes have been considered for our UNMPD in response to BLM and other identified issues with policing, in general.

9. Use of Force

- a) What is the current policy for resisting arrest?
- b) At what point does UNM police determine that a situation deems the use of non-lethal weapons? and at what are the types and kinds of non-lethal weapons available to UNM Police?
- c) Is UNMPD allowed to use controversial chokeholds?
- d) Is UNM PD allowed to use tear gas or other chemicals?
- e) Please describe what lethal and non-lethal weapons are and how they work. E.g. effectiveness of taser, OC spray, and firearm. (what is the purpose and end goal of deploying each of the mentioned tools)
- f) How much time does a LEO have to respond to an immediate threat, for example a man attacking with a knife at 25 ft.
- g) What is considered a deadly threat?

10. Accountability

- a) Have there been any complaints against UNMPD?
- b) How many violations have occurred for each of the current officers at UNM PD?
- c) What is the current reprimand policy for police misconduct?
- d) Does Chief McCabe have a plan for building an internal culture of accountability? How often does he address internal accountability with his staff?
- e) Does UNM PD have body cameras?
- f) Does UNM PD have a 3-strikes policy regarding conduct? Something similar?
- g) Is a police officer's record available to the public?

11. Hiring Practices

- a) Is a police officer's record available to the public? Does UNMPD review previous law enforcement records of potential new hires? If so, has UNMPD hired officers with misconduct reported in their files?
- b) Please describe the requirement both mentally and physically to become a LEO.
- c) Why do we hire police who are ready to retire and who do not want to work -- which is also combined with career-high salaries? Couldn't we hire people in the middle of their career and preserve energy and money?
- d) What hiring practices exist to review an officer's fitness to serve at UNM?

## 12. Retention

Loss of boots on the ground staff have left, retired or otherwise so prioritizing and with annual leave, sick, etc. is hard to manage with you have little to work with. I think there is an assumption there are a lot of boots on the ground to support all activities and with some of these activities just in time.

## 13. Training

- a) How do we make sure that UNMPD either doesn't recruit officers that have been trained with military tactics or how do you make sure that if they have that training that it gets trained out of them?
- b) Are there enough LEO's to ensure adequate training time and leave time? For example if a LEO needs time off or needs to go to a training is there enough coverage?
- c) What training is currently required? Please explain what training should be required and what it would take to ensure that everyone has the proper training to succeed in situations.
- d) What kind of training is done to ensure current certification and understanding of current best-practice?
- e) Please describe the amount of funding allocated to training. Specifically how much money do you get to provide LEO's open handed skills aka. Jiu Jitsu, verbal de-escalation, firearm instruction, community issues? Is current funding sufficient to provide weekly training? Monthly? How much training is currently offered/required?
- f) Is current funding sufficient to provide weekly training? Monthly?
- g) What is your dream budget to provide training, and how often would you like to see training happen?
- h) Although I was previously opposed to the new homeless center being built near campus, I have changed my mind. I realize this idea was already rejected. However, campus police often work with the homeless who are disproportionately non-white minorities. Therefore, they ought to have proper training in dealing with both racism and mental health in policing. Campus police to collaborate with both psychology and social work departments; allowing students to become directly involved in how policing occurs here. In other words, our campus police ought to have a thorough understanding of how poverty and racism create crime. Offer free African American Studies courses to campus police that they may understand that policing in our country has origins in antebellum slave South, among other significant matters. I believe it has been demonstrated to be beneficial to have minorities represented in campus police.

## 14. Officer mental health services

What mental health services are available to LEO's and how much AL and SL is afforded to them to ensure sound mind and decompress? How do they avoid burnout?

## 15. Intradepartmental communication

Do you have daily briefings and debriefs? (especially high stress calls). When dispatched to a call how much information do you get? Is the information accurate? Is the information third party or fourth party?



## 2020-2021 Committee Member Roster

### **Executive Committee (elected)**

[SCEXEC-L@list.unm.edu](mailto:SCEXEC-L@list.unm.edu)

Nancy Shane (**President, Chair**)

Scott Sanchez (Pres-Elect)

Tracy Wenzl (Speaker)

Angela Beauchamp (Treasurer)

Grace Faustino (P-at-large)

Brian Vineyard (P-at-large)

Armando Bustamante (G-at-large)

Texanna Martin (G-at-large)

Amy Hawkins (ex-officio)

Ryan Gregg (ex-officio)

### **Communications & Marketing Committee**

[SC-COMMCMTE-L@list.unm.edu](mailto:SC-COMMCMTE-L@list.unm.edu)

Ryan Gregg

Cindi Meche (**Co-Chair**)

Mark Reynolds (**Co-Chair**)

Theresa Sherman

Azura Tallant

Brian Vineyard

### **Diversity, Equity, and Inclusion**

[SC\\_DEI\\_COMMITTEE-L@LIST.UNM.EDU](mailto:SC_DEI_COMMITTEE-L@LIST.UNM.EDU)

Elizabeth Amador

Angela Beauchamp

Lorena Blanco-Silva

Minh-Thuy Nguyen Bui

Armando Bustamante

Cynthia Perez Chavez

Kelly Davis

Grace Faustino (**Co-Chair**)

Nate Faust-Shucker

Mark Fischer

Sean Fisher

Ryan Gregg

Bryn McCabe Kelly

Joe Lane

Texanna Martin

Cindy Mason (**Co-Chair**)

Teya Nguyen

Carla Sakiestewa

Jessica Serna

### **Diversity, Equity, and Inclusion (cont.)**

Jessica Stanton

Azura Tallant

Diane Willis-Gregory

Jennie Wong

### **Ethics Committee**

Lisa Beauchene

Ignacio Ortiz

Kristina Rucker

Jessica Stanton

Brian Vineyard

### **Government Relations Committee**

Garon Bodor

Armando Bustamante

Mary Clark

Autumn Collins

Dayra Fallad-Mendoza

Grace Faustino

Ryan Gregg

Jennifer Kavka

Joe Lane

Texanna Martin (**Chair**)

Scott Sanchez

### **IT Committee**

Grace Faustino

Sean Fisher (**Co-Chair**)

Amie Ortiz

Jason Quinn

Mark Reynolds

Azura Tallant (**Co-Chair**)

Brian Vineyard

Marcus White



## 2020-2021 Committee Member Roster

### **Health Sciences Center Staff**

[SC\\_HSCS\\_COMMITTEE-L@list.unm.edu](mailto:SC_HSCS_COMMITTEE-L@list.unm.edu)

Sierra Donovan-Cushing (Co-Chair)

Cindy Garcia

Christine Heinemeyer (Co-Chair)

Regis Lacher

Michal Mudd

Daniel Maes

Vanessa Roybal

Jessica Serna

### **Parking as a Staff Benefit (Ad-hoc)**

Lisa Beauchene-Lawson (Co-Chair)

Autumn Collins (Co-Chair)

Sierra Cushing

Teya Nguyen

Jessica Serna

Azura Tallant

### **Rewards & Recognition Committee**

[RANDR-L@list.unm.edu](mailto:RANDR-L@list.unm.edu)

Lorena Blanco-Silva

Natalie Brigance

Celeste Cole

Grace Faustino

Nathanael Faust-Shucker

Ryan Gregg

Keith Hitz

Jennifer Kavka

Joe Lane (Co-Chair)

Mark Reynolds

Dave Thomas (Co-Chair)

Della Willis

### **Rules & Elections Committee**

[SCRE-L@list.unm.edu](mailto:SCRE-L@list.unm.edu)

Sandra Bauman

Garon Bodor

Mark Fischer

Amie Ortiz (Chair)

Mark Reynolds (Vice Chair)

### **Student Success Committee**

[SC\\_STUDENT\\_SUCCESS\\_COMMITTEE-L@list.unm.edu](mailto:SC_STUDENT_SUCCESS_COMMITTEE-L@list.unm.edu)

Marisa Castaneda

Ryan Gregg

David Hansen

Bryn McCabe Kelly

Cindy Mason (Co-Chair)

Joanne Kuestner

Lorena Blanco-Silva

Nathan Faust-Shucker

Brian Vineyard (Co-Chair)

Gina Urias-Sandoval

Krystal Ward

