

SC DEI Meeting Minutes

Friday, August 11, 2023

Via Zoom (<https://unm.zoom.us/j/92810558155>). 1:30 PM – 3 PM.

In attendance: Angie Beauchamp, Yadéeh Sawyer, Sharina Desai, Andrea Quijada, Carla Sakiestewa, Angela Graham, Cynthia Perez-Chavez, Mark Fischer

Submitted by Yadéeh Sawyer

Meeting called to order at 1:35 PM

Minute Approval.

- June 2023. Approved.
- July 2023. Informal & internal due to lack of quorum at the meeting. Filled with great ideas for the committee to discuss.

Brief introductions.

Discussion as a result of the July informal minutes.

- Raising awareness and participation of the SC Committees.
 - Amy Hawkins is working on a brochure for this purpose.
 - Develop something for the SC email.
 - Rotate which committee is highlighted and focus on what the committee has accomplished and their short term goals.
 - Consider a more visual email platform for the Newsletter.
 - Get C&M committee, with the SC Speaker and SC Admin to help get this going, including publish on social media platforms.
 - Include in New Employee orientation or the onboarding periods. Be consistent in making the information available.
 - Use the SC DEI page to connect with the HSC DEI content.
 - Highlight UNM staff who have done great things for the DEI community and how we are each from different backgrounds and places. Show the diversity of the UNM staff.
 - Invite the C&M committee to this groups meeting to discuss potential ways to move forward.

Resolution for Height and Weight to the UNM non-discrimination policy

- SC President has pushed this forward to other UNM leadership.
- A cost analysis is being done before moving forward.
- This will be presented to the SC in the September meeting for approval to move forward.
 - The committee unanimously approved moving forward with submitting this resolution.
- Potentially expand to a non-discrimination to external physical attributes. Features which an individual does not have control over.
 - A more generalized anatomical policy would need some guiding criteria for distinction.
 - Safety measures or dress codes would provide an exception. But would need a business purpose.
 - This could potentially due to lack of literature to back it.

- Find a balance between a blanket and how individuals express themselves and anatomical features.
 - Need to be cautious that we are not creating race as an unintended consequence.
- Have DEI support a “natural hair” movement through a lunch and learn or some other approach.
 - Potentially work with the UNM DEI to have monthly messaging and flyers to support the beauty in our diversity.
 - Actionable items would be to invite DEI and the Ethnic Centers to partner and determine which 12 broader messages we’d want to focus on.
- Confirm a broader UNM non-discrimination hair policy. If it doesn’t exist, develop one.

Neurodiversity training

- Yadéeh will follow up on the status of this.

Announcements and share

- Carla will share the results of an HSC initiative in addressing inclusive policy and educational changes.
- Sharina shared there is traction on establishing an AAPI Community Center in Albuquerque.

Meeting adjourned 2:57 pm