

SC DEI Meeting Minutes

Friday, June 9, 2023

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

In attendance: Angela Beauchamp, Yadéeh Sawyer, Aminda Courtwright, Hannah Torres, Cynthia Perez-Chavez, Javier Rios, Gina Urias-Sandoval

Called to order at 1:35 pm.

Agenda approved 1:35 pm.

Minutes approved 1:36 pm.

Land acknowledgement read by Aminda.

- **DEI Considerations for UNM Contracts/Agreements- Javier.** Generally template agreements to adjust for legal language. But, vendors are not treated equally based on DEI content. How does the University incorporate DEI goals into these processes? And, how do they adjust for inclusion of smaller, local communities and business, especially marginalized partnerships, without implementing structural support. E.g. Larger companies have attorneys to review contracts where smaller companies do not have resources for such scrutiny and may not be fully familiar with what they are agreeing to. Much of this is resources, which is equity. So how does UNM provide those resources. E.g. liability insurance – can it be lower for a smaller organization?
 - One of the concerns is these approaches could be “blocking” support within DEI focused initiative partnerships.
 - Contracts are often bureaucratic and contradictory to claims of wanting rural partners, etc. Mixed messaging.
 - Follow-up question: Are the vendors being contracted through purchasing or office of sponsored projects or other? Do they have similar processes?
 - All contracts go through purchasing.
 - Gina’s experience with smaller company contracts/service agreements, is that the UNM council looks at it both ways, giving the partners a heads up.
 - Council have an ethical oath to point out unfair practices, but can only go so far, as they represent their client, UNM.
 - Potentially UNM law school student clinic to provide support to smaller organizations.
 - For vendors, what approach can be taken to allow for support in contracting with smaller companies even if the cost of services is higher?
 - Proposed to invite purchasing to one of the meetings to discuss potential pathways forward. Suggested Bruce Cherrin from Procurement.
 - Generate a shortlist of the barriers to these groups avoiding or inability to engage with UNM. Javier will develop the list.
- **University-wide award review/selection – Hannah.** Internal review process, specifically the peer-review process for, e.g. limited competitions. Reference the email and document sent by Hannah on June 5, 2023 at 1:07 PM with the attachment of InternalCompPeerReview.docs
 - Splitting into reviewers document and administration of the peer-review process.
 - Examples of what to say to prompt people to stick to the review criteria and how to bring the conversation back on track away from discrimination, etc.
 - Also include how to bring awareness, not just providing examples on active bystanders.
 - Build into the selection and review processes. For not just internal competitions, but also hiring, advising, instructing, managing.

- EOD has the microaggression courses, etc. So search committees can be referred to take the course. Some groups require search committees to complete trainings, and an eye on DEI and how to review in the most equitable way. They incorporate legal into the conversation.
- Have the leads/managers of the reviews or processes disseminate the information and have an opening conversation about the biases and pitfalls are before the process begins.
- **Book club - Bryn (if there are updates?).** Unable to attend, but Bryn provided an updated via email on Thursday, June 8, 2023 at 12:36 PM:
 - I sent out a temperature check regarding getting the DEI Book Club going again. I have had several people respond that they would like to see it back. I'd asked if being more than a Book Club might be something people would want to do-include movies, documentaries, podcasts, etc. which those who have responded so far are wanting to do. Also, people are interested in sharing the facilitation of the meetings, so it doesn't fall to one person. I'd be more than happy to help facilitate getting this set up and am more than happy to have anyone else who wants to be a part of this join too. Any thoughts from the committee on moving forward is appreciated 😊
 - Shared by Hannah: of potential interest - <https://electricliterature.com/9-novels-honoring-womens-unseen-contributions-to-science/>
- **Follow up on heritage and awareness month celebrations events - Bryn (if there are updates?)** Unable to attend, but Bryn provided an updated via email on Thursday, June 8, 2023 at 12:36 PM:
 - Regarding the Heritage and Awareness Month celebrations, I don't have much of an update, just some thoughts. Perhaps looking at the calendar is a standing agenda item for each meeting, and as a committee we decide on how we want to celebrate/bring awareness to the upcoming months/events? Here is the link to the start of the calendar: xlsx icon SC_DEI Year Timeline (2).xlsx. I believe anyone can make additions to it-if not please let me know.
- **Discussion of how to move forward with adding height and weight to UNM anti-discrimination clause – Angie.** There is a policy form to make the suggestion with justifications. But, the better approach, is to first contact folks invested in policies. Mentioned to Grace regarding Dr. Zerai for the justifications (as other Universities also have it). Are there other ideas of where to reach out before officially making the request?
 - Potentially SHAC or ARC, HR (via Grace Faustino), and HSC DEI leadership – Dr. Romero-Liggot, Dr. JP Sanchez – are medical doctors, too.
- **Any new committee goals and initiatives for the coming year? (ie HR Champions - Angie).** In addition to the initiatives included in this meeting, how to get people to come to the SC DEI meeting, also get other campus wide DEI people in this space. Main campus and HSC.
 - Have them come as guest speakers to what their foci are to feed conversations.
 - Put a call out in the SC Newsletter to ALL STAFF about being involved in committees. A 1 sentence goal for each committee, then giving “how to join” information.
 - Have councilors follow-up with their grade and precincts.
 - Yadéeh will lead this.
 - Put a survey out for when to meet to ensure the meeting day/time is best for the members of the committee.
- **Training development for staff - Yadéeh.** From Yadéeh to the SC Exec and ARC Director - I know the trainings are generally lead by the department which supports that specific body (e.g. Safe Zone – LGBTQ Resource Center, Green Zone – VRC, Dream Zone – El Centro), and that ARC is currently very understaffed. But, I am interested in knowing if there is a similar training for Disability and Neurodiversity, and if not, is there any talk on getting something together? I

think this would be extremely valuable to add to the other trainings available to staff and faculty to best support our students and co-workers.

- Potentially faculty, staff, and SHAC and HSC can come together to help support this content or formal training.
- Aminda is open to supporting this.
- Cynthia (from EOD) – Bonnie brought this to the team’s attention. Unfortunately, there is not currently information about it, but discussing the possibilities for content or content development.
- Also include information for those struggling with some mental health issues which affect many of us, e.g. anxiety.
- Yadéeh will reach out to the group from the original email, including Aminda, Cynthia, and Angie, to see how to move forward with these suggestions.

Meeting adjourned 2:45 pm.