

NMSU System Diversity Council
Agenda for December 4, 2019
1:30 – 2:30 pm, Milton Hall Rm 61

1. Call the meeting to order
2. Introductions and Announcements
3. Diversity success story
4. Review and approve November meeting minutes
5. Old Business
6. New Business
 - a. The President and Provost asked that we discuss the following issues:
 - i. What priorities would you like to address in DC (*see next page for list of priorities shared*)?
 - ii. In our units, (1) how do we make students feel welcome? And (2) how do we help them overcome obstacles to reach success (longer-term)?
 - iii. Any follow-up from the External Review diversity visit
 - iv. Other issues
 - b. Spring 2020 meeting dates (1:30 – 2:30 pm, Milton Hall, Rm 85):
 - February 12
 - March 11
 - April 8
 - May 6 - to avoid conflict with Finals Week
 - c. Other items?
7. Adjourn



BE BOLD. Shape the Future.

Expressed priorities from Council members (Oct. 2019):

- Keeping all the campuses included in the loop about diversity-related issues.
- Targeted strategies for retaining employees. Strategies might include: mentoring, welcome mixers, etc., ongoing check ins on new employees. (could be formal/in writing)
- Targeted strategies for recruiting a diverse workforce, connected to our affirmative action plan, including specific plans for: advertising and recruitment trips
- Leadership training completed before internal promotions
- Review campus diversity policies at NMSU and other NM universities and colleges, and share best practices. Review and advocate for critical diversity issues (in a non-confrontational way). Coordinate diversity initiatives and events across the university by encouraging and facilitating the participation in each other's events and in this way, offering more opportunities for diversity students to connect and network.
- Priority: (from the DC functions page): “systematic development and maintenance of equity and inclusion throughout the NMSU system”. Starting with campus wide collegiality training.
- seek administrative support for the Borderlands and Ethnic Studies program
- My priority for the Council is to identify ways to make NMSU a system where faculty members from diverse groups thrive. The literature is clear that students from diverse groups are more successful when they see people like themselves in the classroom/lab. If we want to recruit and retain a diverse student body, the first priority should be creating a thriving and diverse faculty.
- Increased Latino faculty, staff and administrators system wide.
- Provide increased funding to minority programs.
- a. Building on the NMSU value of diversity & inclusion to create a well-publicized diversity & Inclusion statement (if it exists I couldn't find it—I could find Celebrating Diversity as a point of pride but not a diversity statement)
- b. Creation of a more inclusive campus starting with diversity, equity and inclusion education for students, staff and faculty (perhaps starting with cultural competency education?)
- c. Improvement of diversity of faculty and staff hiring by consideration of modification of information provided to search committees about recruiting the widest possible pool of applicants and appropriate interviewing and selection processes
- d. Improvement of retention through support for a diverse faculty and staff
- Chief Diversity Officer, and hiring of diverse faculty and staff
- NMSU Diversity Council to: (1) discuss strategies for increasing the representation of people of color in higher level administrative positions; (2) having an identifiable “diversity” person – like a VP of Diversity and Inclusion; (3) create programming aimed at diverse populations (i.e. Native American certificate program or full MA program, etc.); and (4) create strategies for retaining faculty of color (i.e. workshops, think tank groups, etc.)