

NMSU Diversity Council Meeting Minutes Wednesday, October 9, 2019  
Room 85 Milton Hall  
1:30 p.m. – 2:00 p.m.

**Call to order:** Meeting called to order by the Diversity Council Chair, Carol Flinchbaugh at 1:30 p.m.

**Members Present:** Michael Ray – American Indian Programs; Laura Gutiérrez- Spencer – Chicano Programs; Carol Flinchbaugh – College of Business/Diversity Council Chair; Denise Rodriguez-Strawn – College of Education; Trudy Luken-Student Accessibility Services; Laura Castille – Office of Institutional Equity; Carol B. Hicks - Student Success and Enrollment Management; Rebecca Silva – NMSU Carlsbad; Juan Garcia –NMSU Alamogordo; Keith Mandabach – Employee Council; Patrick Turner, Interim Director, Black Programs; Martha Mitchell – College of Engineering; Shadai Martin – Faculty Senate; Stephanie Lynch – College of Arts and Sciences; Tara Roofff – NMSU Dona Ana CC/Secretary; Nicole Gomez – Athletics; Luis Vazquez – Associate VP Research and Graduate Programs; Hector Sanchez – Military and Veteran’s Programs; Laura Madsen – College of Arts and Sciences;

**Members Absent:** Mariaelena De La Rosa – University Library; Elan Delgadillo – NMSU Grants; Maricruz Aguilar – Honors’ College; Olivia Fajardo – LGBT+ Programs; Josh Capitan– Indian Resource Development Program; John Idowu – College of ACES; Stephanie Lynch– College of Health and Social Sciences; Emily Creegan – Graduate Student Council; Linda Cisneros – ASNMSU; Martha Estrada – CAMP; Dulcinea Lara – Hispanic Faculty Staff Council; Evan Conner – ASNMSU

**Guests:** Greg Fant, Deputy Provost

1. Introductions
2. Announcements
  - Michael Ray, Laura Gutierrez-Spencer, Carol Hicks
3. Diversity Stories
  - Carol Hicks, Laura Gutierrez-Spencer
4. Guest, New Business
  - Dr. Fant spoke (guest), discussed the new position of Diversity chair. There is a new cavoite for the community college employees, regarding a conversation started from the previous provost. Upcoming meeting next week, Hadley Hall at 1:30 p.m., will primarily be focus on NMSU – Las Cruces, Campus but they are willing to host members of the community college campus’ if there is a request. Overview of the email that was sent out, Dr. Fant went back through the guests Chief Diversity Officers, who will be part of the team, in selecting and engaging in the conversation, as we move forward with this process. There will be meeting with upper administration, as well as faculty, staff and students in open forums, in order to provide a broader picture and the outside lens to clarify, how to move forward in the establishment of the NMSU Chief Diversity Officer.

- Carol wanted clarification on the purpose of the team, which has been put together for this process.
    - Dr. Fant, the goals of the visit it to make sure that the campus is prepared for a Chief Diversity Office; feedback on diversity & inclusion; identify issues and/or concerns; tasks, duties of Chief Diversity Officer
  - Patrick Turner, the team has explored the quantitative piece so the visit is to gather the qualitative piece.
    - Dr. Fant, that's a good way to put it.
  - General discussion among the members concerning the visit, purpose, significance
  - Administration will join us in December, in order to allow time for the diversity team visit
  - Dr. Fant did check-in with branches campus members to see if they wanted to be included; consensus was not necessary
  - Draft Land Acknowledgement, drafted from Michael Ray. There will be a discussion in ASNMSU senate; discussion among members on some of the questions regarding the context of the document; the document is intended to affirm cultural and traditional heritage of the Native American communities, strength based perspective
    - One change/edit, 'change strive to have a meaningful' to 'commit to having a relationship with our tribal communities'
5. Old Business
- December Meeting changed to December 4, 2019 at 1:30 p.m., Milton Hall Room 61
  - Trudy Luken made a motion made that Laura Castille will contact the community college presidents, supporting that branch campus will be included on the CDO position decisions, discussions, etc.
    - Laura Castille is willing to move her session to accommodate our branch campuses
    - Passed unanimously
6. Review and Approve October Minutes
- 6 (b) change falsehood to false idea that the CDO will only work with the diversity officers
    - ...take out 'adding', replace with 'diversity across the system as oppose to supervising the diversity officers'
  - Michael made a motion to approve, Laura Castille 2<sup>nd</sup>, all approved
7. Adjournment, 2:32 p.m.