

NMSU Diversity Council Meeting Minutes  
Wednesday, October 7, 2020 Zoom Meeting  
1:30 p.m. – 2:30 p.m.

**Call to order:** Meeting called to order by the Diversity Council Chair, Denise Rodriguez-Strawn.

**Members Present:** Denise Rodriguez- Strawn -- College of Education/Diversity Council Chair; Michael Ray – American Indian Programs; Carol Flinchbaugh – College of Business; Rebecca Silva – NMSU Carlsbad/ Diversity Council Secretary; Tara Roofff – NMSU Dona Ana CC; Elan Delgadillo – NMSU Grants; Hector Sanchez – Military and Veteran’s Programs; Laura Castille – Office of Institutional Equity; Carol B. Hicks -- Student Success and Enrollment Management; Judith Flores Carmona -- Chicano Programs; Ashlerose Francia -- Graduate Student Council; Vandeen McKenzie -- Employee Council; Camika Leiva --LGBT+ Programs; Karen Kopera-Frye – Faculty Senate; Laura Madsen -- College of Arts and Sciences; John Idowu -- College of AG

**Members Absent:** Martha Estrada -- College Assistance Migrant Program; Evan Conner -- ASNMSU; Nicole Gomez -- Athletics; Stephanie Lynch -- College of Health and Social Services; Phil King -- College of Engineering; Maricruz Aguilar -- Honors’ College; Luis Vazquez – Graduate School; Jesse Haas – Interim Director of Student Accessibility; Kim York -- Black Programs; Mariaelena De La Rosa – University Library; Laura Bittner -- ACES Representative; Tiffany Flores – ASNMSU VP

1. Meeting Called to order at 1:33 pm.
2. Introductions were made.
3. Announcements were made by Judith Flores Carmona, Michael Ray, Carol Hicks, Ashlerose Francia, Vandeen McKenzie, and Camika Leiva.
  - Judith Flores Carmona- Two Events – will post flyer in chat
    - October 13 6-8pm
    - October 15 5-7pm Conclusion of Cross Racial Dialogue
  - Michael Ray- 10<sup>th</sup> year anniversary of Building
    - Will have three series – groundbreaking, opening, and future
    - Monday is Indigenous Day
  - Carol Hicks – Student Success
    - TRIO grant refunded
    - New Iances (?) grant
  - Ashlerose – October 21 viewing of movie
    - Truth and Justice Scholarship- fundraiser TBA
  - Vandeen – Employee Council Meeting tomorrow – Everyone welcome
  - Camika – October 11 Drag Show at 6pm
4. Denise asked that council members shared success stories.
5. Actionable Items on agenda: Ideas on how we as diversity council can begin the critical conversations on Diversity, Equity and Inclusion (DEI):
  - Karen- Use items from approved faculty
  - Denise- Add information on Diversity Offices on Syllabi
  - Carol F- Hold people accountable for their hires
  - Laura M- Canvas page that can be uploaded into the courses by instructors
  - Judith- Received a question from someone-

- Does our program offer training for faculty who mentor Hispanic/Chicano Students?
  - Michael Ray- Inventory of existing councils in different areas – Diversity Training – how can we create trainings that incorporate faculty, staff, and students in various areas.
  - Karen- Make training mandatory
  - Carol H- Theresa Burgin is waiting for us to bring her tangible ideas for trainings- This isn't new, we have been talking about this- Need to address the silos and separation everywhere on campus.
  - Carol F- Historically Diversity Councils Chairs were to represent their group in the main Diversity Council
  - Vandeen- Agree with the need for training but what do we do after that for change?
6. Discussion took place of plans after training, presenting ideas to Upper Administration of what faculty and staff need, Making the training mandatory and having OIE put modules on CLPD and in orientation for students.
  7. It was suggested to invite President, Chancellor and Search Firm representatives to future meeting.
  8. Adjournment at 2:46pm.

Submitted by Rebecca Silva, Diversity Council Secretary