

## **SC DEI Meeting Minutes**

Friday, February 10, 2023

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


In attendance: Angela Beauchamp, Yadéeh Sawyer, Grace Faustino, Mark Fischer, Amber Trujillo McClure, Javier Rios, Cynthia Perez Chavez, Carla Sakiestewa, Sharina Desai

Excused: Nancy Shane, Mike Snyder, Hannah Torres, Jessica Stanton, Bryn McCabe-Kelly

Submitted by Yadéeh Sawyer

Meeting called to order at 1:36 PM

1. Change to agenda – Next meeting to March.
2. No previous meeting minutes to review.
3. Black History Month activities:
  - a. Sonia Rankin-Gibson offered to do a presentation for “us” on the 17<sup>th</sup> . The topic is a presentation/webinar (virtual) on technology and injustice from a legal and CS perspective. E.g. algorithmic racism. – to be canceled to be an April 13<sup>th</sup> event to broader UNM staff focused on the Coded Bias.
    - i. Direct marketing to SC for now and a broader presentation later during Women’s History month as an option.
  - b. Sharina and Mark have a list of potentially identify presenters. Mark has not heard from Sharina and needs to touch base. The question was how to reimburse a speaker.
    - i. Sharina reached out to Ms. Colins, but hasn’t heard back. Recommended another person with the City of Albuquerque (director of DEI programming and health care issues). Has not heard back from this option, either. For people from other institutions, they are no longer affiliated with the universities of the attempted contacts.
  - c. There are many activities from AASS and HSC, as well as Dept of Anthropology, and the City of Albuquerque. Suggested to just market those, rather than this committee to add more to the mix. Including the food trucks at HSC.
    - i. For the various celebratory months, reach out to the organizing departments well ahead of time to offer partnerships with this committee, rather than just promoting it.
  - d. HSC Communications is where HSC staff receive information about these events. Discussion on if non-HSC staff can have access to the information.
  - e. Sharina proposed a presenter for formal processing of emotions surrounding many of the injustices occurring across the country. Could reach out to SHAC with this request.
  - f. Would be good to see UNM not just do the one-off events within the months, but actual courses that are required to attend that are tailored to the history that is actually here. For example redlining in NM or Blackdom. UNM should make bigger shifts, more long-term.

- i. This was addressed in some larger group meetings on the HSC side. One is within cultural climate and strategic planning for equity. We have to understand the people before we can make a change. We have to know the history. A training, course, curriculum or part of onboarding for students (but also staff and faculty). Nancy Lopez spearheaded the diversity requirement and may be able to help for student population for courses to touch upon NM in some way. Potentially course replacement for requirements, but how to navigate academic freedom, too. UNM being an academic higher institution that staff and has to take a course curriculum on diversity within your probation time. Potentially as release time if required. Perhaps an annual required training. A diversity training requirement. Not just a focus on NM, but NM within the broader country and world.
4. Academic Freedom Resolution
  - a. Reviewed the proposed document  [Academic Freedom resolution.docx](#)
5. DEI Consideration for UNM Contracts/Agreements