STAFF COUNCIL   <u>DEI Meeting Minutes</u>

Friday, September 13, 2024
Via Zoom (https://unm.zoom.us/j/92810558155). 1:30 PM – 3 PM.

In attendance: Angie Beauchamp, Yadéeh Sawyer, Bryn McCabe-Kelly, Carla Sakiestewa, Cynthia Perez-Chavez, Gonzo Olivas, Grace Faustino, Mark Fischer, Quinton Valencia

Meetings submitted by Yadéeh Sawyer
Meeting called to order at 1:32 pm   **Agenda.** Approved by acclamation.
Land acknowledgement.   **Minutes.** August – approved by acclamation.

1. **Neurodiversity & Disability training resolution discussion**.
   During the SC General Business Meeting, there was some concern with adding additional trainings, and could they not be incorporated into the existing trainings.
   a. Although there is intersectionality of these trainings and the existing trainings, they are unique and distinct content.
   b. There are links in the resolution that reference the existing trainings for more information.
   c. These trainings fills in the gaps in the existing trainings to necessitate these separate trainings.
   d. These trainings are NOT required, they are there for each of our own self-directed learning.
   e. This committee could create and present a brief trainings on what each of the existing trainings are and why these are an important addition.
      i. Yadéeh and Bryn will create a brief presentation on this and ask SC Admin and Speaker for them to present it as a "Guest Speaker" section of the September General Business Meeting. Discussion on it will be opened during the committee report and re-presentation of the resolution.
   f. Proposed to do a roll call vote at the September meeting when the resolution is presented.
      i. Grace will call for a role-call vote after Angie, as the chair, calls for a vote.
2. **Bereavement Resolution.**
   a. Stephen Murillo put in chat, so let's see what we might edit or talk about responses. I did not put this resolution on the floor, so we can present an updated version.
      i. *Lack of Documentation Requirement:* The proposed policy removes the requirement for documentation to support bereavement leave. Current policy allows supervisors to request documentation, which serves as a control measure to prevent misuse. Removing this could lead to concerns about accountability and consistency in policy application across the university.
         1. *Documentation Requirement Flexibility:* Rather than eliminating the requirement for documentation, the policy could allow for flexibility in what constitutes acceptable documentation, such as accepting a broader range of evidence (e.g., a written statement from the employee) or providing employees with a longer period to submit documentation. This maintains accountability while also acknowledging the difficulties that may arise in obtaining documentation promptly.

       a. Committee suggestions:
           i. Do not require a "reason" for the type of leave, as that's a given and undue burden on the employee.
           ii. Proposed to have HR formalize a leave request form that includes AL, SL, Comp Time, and Bereavement, all as check boxes.

ii. *Supportive Measures:* The suggestion that supervisors should show flexibility and empathy when considering bereavement leave requests is a positive approach but may not always align with operational needs or the necessity for clear, enforceable guidelines. This could result in varied interpretations of the policy and potential inequities in how leave is granted.

    1. *Enhanced Supportive Measures:* Encourage supervisors to take a balanced approach, where flexibility and empathy are guided by clear criteria. Providing training or resources for supervisors on how to handle bereavement leave requests compassionately while balancing operational needs could help ensure more consistent and fair decision-making."

       a. Committee suggestions:
           i. This suggestion is in contrast to the aim of the proposed changes. Staff need to be able to take leave even if there is not staffing available to cover the operational needs.
           ii. Finding operational replacement is on the manager/supervisor, not the employee who needs to take the leave.

Meeting adjourned: 3:05 pm