

**BOARD OF REGENTS and its
INCLUSION, DIVERSITY, EQUITY AND ACCESS COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION**

2. Approved-Minutes – The Committee recommended approval of the minutes from the September 9, 2022, meeting (*Ref. IDEA-2 on file in the Board office*).

Regent Moran moved approval of the minutes from the September 9, 2022, meeting. Vice Chair Arrascada seconded. Motion carried. Regent Tarkanian was absent.

3. Information Only-Chair’s Report – Chair Laura E. Perkins thanked staff for their work on the agenda and meeting. In addition, she shared some reflections on the Committee including her personal encouragement for supporting a culture of open communication and camaraderie. Chair Perkins expressed the importance of the entire Board being engaged and involved in the work of the Committee.

4. Approved-Handbook Revision, Anti-Bias and Anti-Discrimination Training – At the September 8-9, 2022, meeting, the Board adopted a [resolution](#) condemning “any discriminatory incidents or actions” and requested that anti-bias and anti-discrimination training be mandated for all employees and members of the Board of Regents. The Committee recommended approval of a policy (*Title 4, Chapter 8, new Section 2*) mandating each institution, the Chancellor’s Office, including special units, and the Board Office establish anti-bias and anti-discrimination education and training programs that address the effects of bias and discrimination, including racism, antisemitism, age, disability, gender, military status or obligations, sexual orientation, gender identity or expression, national origin, race, color, and religion (*Ref. IDEA-4 on file in the Board office*).

Mr. James Martines, Chief General Counsel and Vice Chancellor for Legal Affairs, provided a brief overview of the proposed policy.

Vice Chair Arrascada, Regent Brooks, Regent Carter, Acting Chancellor Dale A.R. Erquiaga and Mr. Martines addressed and discussed the following topics: the language in Points 1 and 2 in the new section (Section 2) of the policy proposal; the separate need to include “antisemitism” although the proposed policy language is broad for the purpose of inclusivity of all religions; training specific to the Regents; and the meaningful contributions from the Regents and staff in creating the policy proposal and moving it forward.

Chair Perkins invited the institutional diversity officers in attendance to offer comments. Ms. Seval Yildirim, UNLV Vice President for Diversity Initiatives and Chief Diversity Officer, commended everyone who worked on the policy proposal and requested that “Islamophobia” be included in the language.

6. Information Only-Southern Nevada Diversity Summit – *(continued)*

7. Information Only-Disability Resource Centers on NSHE Campuses – *(continued)*

School District to accommodate college freshmen with IEP statuses; the

Inclusion,