

BOARD OF REGENTS* and its
INCLUSION, DIVERSITY, EQUITY AND ACCESS COMMITTEE
NEVADA SYSTEM OF HIGHER EDUCATION
System Administration, Las Vegas
4300 South Maryland Parkway, Board Room
Friday, November 18, 2022, 10:00 a.m.*

* Or upon adjournment of the ad hoc Strategic Planning Committee meeting, whichever is later
(The ad hoc Strategic Planning Committee will convene at 9:00 a.m. in the same location)

Video or Telephone Conference Connection from the Meeting Site to:
System Administration, Reno
2600 Enterprise Road, Conference Room
and
Great Basin College, Elko
1500 College Parkway, Berg Hall Conference Room

A video conference connection will be made from the meeting site to the Reno System Administration Building, Conference Room, at 2601 Enterprise Road, Reno, Nevada, and to Great Basin College, Berg Hall Conference Room, at 1500 College Parkway, Elko, Nevada. In the event the video conference connection is not functioning, a teleconference connection will be made available.

Members of the Board and/or the public may attend the meeting and provide testimony or public comment at these sites. Public comment may also be submitted via the online public comment form (<http://nshe.nevada.edu/public-comment/>) or voicemail (702-800-4705 or 775-300-7661). Written comments will no longer be read into the record and voicemails will not be played for broadcast, but both will be included in the permanent meeting record.

Members of the public wishing to view the meeting may do so via live stream (

IMPORTANT INFORMATION ABOUT THE AGENDA AND PUBLIC MEETING

NOTE: Below is an agenda of all items scheduled to be considered. Notification is hereby provided that items on the agenda may be taken out of the order presented, including moving an item to a different day if the meeting is noticed for more than one day, two or more agenda items may be combined for consideration, and an agenda item may be removed from the agenda or discussion relating to an item on the agenda may be delayed at any time.

In accordance with the Board of Regents' Bylaws, Title 1, Article V, Section 18, items voted on may be the

1. PUBLIC COMMENT – (continued) INFORMATION ONLY

In accordance with Attorney General Opinion No. ~~007~~, as restated in the Attorney General’s Open Meeting Law Manual, the Committee Chair may prohibit comment if the content of that comment is a topic that is not relevant to, or within the authority of, the Board of Regents, or if the content is willfully disruptive of the meeting by being irrelevant, repetitious, slanderous, offensive, inflammatory, irrational or amounting to personal attacks or interfering with the rights of other speakers.

2. MINUTES FOR POSSIBLE ACTION

The Committee will consider approval of the minutes from the September 9, 2022, meeting ([Ref. IDEA2](#))

ESTIMATED TIME: 5 mins.

3. CHAIR’S REPORT INFORMATION ONLY

Chair Laura E. Perkins will provide general remarks on activities and updates since the last meeting of the Committee

ESTIMATED TIME: 5 mins.

4. HANDBOOK REVISION, ANTI -BIAS AND ANTI -DISCRIMINATION TRAINING FOR POSSIBLE ACTION

At the September-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. Executive Vice Chancellor and Chief of Staff Crystal Abba and Chief General Counsel James Martines will request approval of a [policy](#) 4, Chapter 8, new Section 2) mandating each institution, the Chancellor’s Office, including special units, and the Board Office establish anti

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5. NSHE EQUITY IN HIRING AND RETENTION – INFORMATION ONLY
BLIND HIRING

Amber Clayton, Senior Director, Knowledge Center Operations for the Society for Human Resource Management (SHRM) will present background information and related research on the Blind Hiring process, a recruitment strategy that promotes diverse hiring by blocking out a job candidate's personal information (on job applications and supportive materials such as resumes) that could influence or "bias" a hiring decision. This presentation ties into NSHE's strategic planning efforts by examining a process that targets equity in hiring and retention throughout the System, which is also a priority of NSHE's IDEA Council([Ref. IDEA-5](#))

ESTIMATED TIME: 25mins.

8. NEW BUSINESS

INFORMATION ONLY

Items for consideration at future meetings may be suggested. Any discussion of an item under “New Business” is limited to description and clarification of the subject matter of the item, which may include the reasons for the request, and no substantive discussion may occur at this meeting on new business items in accordance with the Nevada Open Meeting Law (NRS 241.010~~3~~³).

ESTIMATED TIME: 5 mns.

9. PUBLIC COMMENT

INFORMATION ONLY

Public comment will be taken during this agenda item. No action may be taken on a matter raised under this item until the matter is included on an agenda as an item on which action may be taken. Comments will be limited to three (3) minutes per person. Persons making comment will be asked to begin by stating their name for the record and to spell their last name. The Committee Chair may elect to allow additional public comment on a specific agenda item when that agenda item is being considered.

In accordance with Attorney General Opinion No. ~~0017~~, as restated in the Attorney General’s Open Meeting Law Manual, the Committee Chair may prohibit comment if the content of that comment is a topic that is not relevant to, or within the ~~authority~~ of, the Board of Regents, or if the content is willfully disruptive of the meeting by being irrelevant, repetitious, slanderous, offensive, inflammatory, irrational or amounting to personal attacks or interfering with the rights of other speakers.

POSTED ON THE NEVADA SYSTEM OF HIGHER EDUCATION WEBSITE (<http://system.nevada.edu/>) AND ON THE NEVADA PUBLIC NOTICE WEBSITE PURSUANT TO NRS 232.2175 (<http://notice.nv.gov/>) AT THE SYSTEM ADMINISTRATION BUILDINGS AND E-MAILED FOR POSTING AT THE EIGHT NSHE INSTITUTIONS:

CSN, Building D, 1st Floor, 6375 W. Charleston Boulevard, Las Vegas, NV 89146
DRI, Maxey Building, 2215 Raggio Parkway, Reno, NV 89512
DRI, Southern Nevada Science Center, 755 E. Flamingo Road, Las Vegas, NV 89119
GBC, Berg Hall, 1500 College Parkway, Elko, NV 89801
NSC, Rogers Student Center, 1st Floor, 1300 Nevada State Drive, Henderson, NV 89002
TMCC, Red Mountain Building (RDMT 200), 7000 Dandini Boulevard, Reno, NV 89512
UNLV, Flora Dungan Humanities Building (FDH), 4505 Maryland Pkwy, Las Vegas, NV 89154
UNR, Clark Administration, University of Nevada, Reno, Reno, NV 89557
WNC, Bristlecone Building Lobby, 2201 W. College Parkway, Carson City, NV 89703
System Administration, 4300 South Maryland Parkway, Las Vegas, NV 89119
System Administration, 2601 Enterprise Road, Reno, NV 89512