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
Wednesday, August 16, 2023, 1:00 p.m.

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 (https://nshe.nevada.edu/regents/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 (http://nshe.nevada.edu/live/).

BOARD ROLL CALL:	Mr. Byron Brooks, Chair	_____
	Mr. Joseph C. Arrascada, Vice Chair	_____
	Mr. Patrick J. Boylan	_____
	Mrs. Susan Brager	_____
	Ms. Heather Brown	_____
	Mrs. Amy J. Carvalho	_____
	Dr. Michelee Cruz-Crawford	_____
	Mrs. Carol Del Carlo	_____
	Mr. Jeffrey S. Downs	_____
	Ms. Stephanie Goodman	_____
	Mr. Donald Sylvantee McMichael Sr.	_____
	Ms. Laura E. Perkins	_____
	Dr. Lois Tarkanian	_____

COMMITTEE ROLL CALL:	Ms. Laura E. Perkins, Chair	_____
	Mr. Donald Sylvantee McMichael Sr., Vice Chair	_____
	Mr. Joseph C. Arrascada	_____
	Dr. Michelee Cruz-Crawford	_____
	Ms. Stephanie Goodman	_____
	Dr. Lois Tarkanian	_____

In addition to the Inclusion, Diversity, Equity and Access Committee, this meeting is noticed as a meeting of the Board of Regents to allow other Regents who may wish to attend to participate.

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 subject of a motion to reconsider at this meeting. A motion to reconsider an item may be made at any time before adjournment of this meeting. Similarly, if an item is tabled at atinrd Sy be at at ita2 (dj)crrra anabd1 (r)14.2 pt arly42.1 (pr)1.(a)9.3 ortin 12.1 53 ora

1. 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. 04-07, 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 May 17, 2023, meeting. *(Ref. IDEA-2)*

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. VOTE NEVADA INITIATIVE: OVERVIEW INFORMATION ONLY

Sondra Cosgrove, PhD, History Professor, College of Southern Nevada (CSN) and Executive Director, Vote Nevada, will present an overview on the Vote Nevada initiative and its efforts to address civic challenges. Including the status of recent Supreme Court rulings impacting higher education. *(Ref. IDEA-4)*

ESTIMATED TIME: *30 mins.*

5. RECRUITMENT AND HIRING OF PROFESSIONAL POSITIONS — FOR POSSIBLE ACTION

Chair Laura E. Perkins will lead a discussion on the recruitment and hiring of professional positions across NSHE. The Committee may take action to direct the Chancellor, or his or her designee, to recommend such policies at the next Committee meeting that will ensure that recruitment for all professional positions include a review of the appointment process from a diversity, equity, and inclusion lens to further align Board policy with the NSHE Equity Statement adopted by the Board at its March 10, 2023, quarterly meeting, and the NSHE Anti-Discrimination Resolution adopted by the Board at its September 8, 2022, quarterly meeting, and the NSHE IDEA Council's priority to hire, retain, and cultivate diverse talent throughout the System. *(Refs. IDEA-5a and IDEA-5b)*

ESTIMATED TIME: *20 mins.*

6. NSHE EQUITY IN HIRING AND RETENTION, BLIND HIRING IMPLEMENTATION — FOR POSSIBLE ACTION

At the February 1, 2023, meeting, the Committee directed UNLV to establish a pilot program on blind hiring. This pilot initiative was approved by the Board at its March 10, 2023, meeting. A representative from UNLV will report of the status of the blind hiring pilot. The Committee will discuss the status and outcomes of the pilot and may direct the Chancellor to develop policy to formalize the program across the System in consultation with the Inclusion, Diversity, Equity and Access Council (IDEA) and the Human Resources Advisory Committee (HRAC).

ESTIMATED TIME: *15 mins.*

7. CSN BACK ON TRACK PROGRAM IMPLEMENTATION — INFORMATION ONLY

Sara Quintana, Manager of Early College Programs, College of Southern Nevada (CSN) will present on the planned implementation of the Back on Track Program at the College. The Back on Track Program, primarily a dual enrollment pathways program, will serve credit-deficient students and offer opportunities for continuing education through a vigorous and holistic multi-tiered system of supports designed to reach and increase access for marginalized populations in dual enrollment pathways. *(Refs. IDEA-7a, IDEA-7b and IDEA-7c)*

ESTIMATED TIME: *15 mins.*

8. WNC HIGHER EDUCATION IN PRISON PROGRAM INFORMATION ONLY

Cathy Morin, Adjunct Professor, Western Nevada College (WNC) will present on the activities and initiatives of WNC's Higher Education in Prison Program (HEPP) which is designed to provide access to higher education and workforce education for the underserved population of incarcerated men at the Northern Nevada Correctional Center (NNCC) and Stewart Conservation Camp. HEPP's vision follows the college's vision: "To be an integral and innovative educational partner fostering equity and a life of learning in an inclusive environment for the evolving, diverse communities it serves." The program strives to be student centered, inquiry-driven, and data-informed, and to provide effective educational pathways for students. *(Ref. IDEA-8)*

ESTIMATED TIME: *15 mins.*

9. IDEA COUNCIL CAMPUS ACTIVITY UPDATE INFORMATION ONLY

Angela Holt, IDEA Council Chair and Director of College and Career Readiness, Western Nevada College (WNC), will provide an update on IDEA-related activities at each of the NSHE institutions. *(Ref. IDEA-9)*

ESTIMATED TIME: *10 mins.*

10. 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 and NRS 241.020(3)(d) *et seq.*).

ESTIMATED TIME: *5 mins.*

11. 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.

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