

1. Introductions
 - a. New members
2. Council Chair Nominations:
 - a. Susana Ibarra Johnson
3. Teams Folder
 - a. Access/Folders
4. Revisit Current Charge ([Align college with NMSU LEADS Goal 4](#))
 - a. HEST College Diversity/Equity Statement
 - i. Statement
 1. <https://poorvucenter.yale.edu/DiversityStatements>
 - ii. Principles/Lens
 - iii. Regional institution statements in Teams
 - iv. Next Steps?
 - b. Identifying data to make informed decisions
 - i. Five-year data from COE
 - ii. Other data points?
 - c. Promote best practices to enhance DEI in college (academics/hiring)
 - i. Trainings develop information for students
 1. Equity resources
 2. Training on microaggressions
 3. Reporting mechanisms
 - ii. Enhance DEI in our hiring practices
 1. Sociology
 2. Target hiring?
5. University Partnerships/Discussion
 - a. American Indian Program
 - b. Black Programs
 - c. Hispanic council
6. Webpage
7. Other Items
8. Next Meeting
 - a. Second Monday of every month 3:30 pm to 4:30 pm?
 - b. Alternative date

Meeting Notes 10/11/21

1. Susana Ibarra Johnson Council Chair Nominations:
 - a. Unanimously approved by the council members
 - b. Susana will be serving as the HEST Diversity Council Chair
2. Teams folder
 - a. Access has been granted to all new team members
3. Revisit Current Charge (Align college with NMSU LEADS Goal 4)
 - a. HEST College Diversity/Equity Statement
 - i. Review resources
 1. <https://poorvucenter.yale.edu/DiversityStatements>
 2. Regional institution statements
 - UNM's College of Education & Human Sciences Safety, Diversity, & Inclusion Statement (<https://coehs.unm.edu/administration/sdi-statement.html>)
 - UTEP College of Engineering Diversity, Equity, and Inclusion Statement/Video (<https://www.utep.edu/engineering/ece/about/statement-on-diversity-equity-and-inclusion.html>)
 - UofA College of Medicine Diversity Statement (<https://diversity.medicine.arizona.edu/diversity-statement>)
 - Texas Tech Law School Diversity Statement (<https://www.depts.ttu.edu/law/about/diversity/index.php>) and Statement of Principles on Diversity, Equity, and Inclusion (<https://www.depts.ttu.edu/law/about/diversity/principles.php>)
 - ii. Next Steps?
 1. Brainstorming statement (council)
 - a. Identifying common themes using a word cloud
 - b. Using teams document to identify:
 - i. Essential elements of document
 - ii. Insert statements/words we like
 2. Brainstorming college
 - a. Send out survey to identify elements that college would like to see in the statement
 3. Form sub-group within the diversity council
 - a. Draft an initial statement for further review within the council and college.
 - b. Other data that the council would like to see:
 - i. Faculty demographics
 - ii. GPA by gender and gender identification (if possible)
 - iii. Drop rates by various demographics (gender/race/etc.)
 - iv. Non-traditional students
 - v. Students who need accommodations (504 plans)
 - vi. Regional data – where are students coming from

vii. International students