Council on Diversity and Inclusion
Friday, May 28, 2021
Noon – 1:00 p.m.
WebEx Video Conference

Members in Attendance
Blake Busey, D.O., Chair
Lizette Villanueva, Ph.D., R.N.
Huanyu Dou, M.D.
Alexa Guerrero, Masters Student
Fatima Gutierrez, M.D.
Ivonne Espinosa, D.N.P., APRN, FNPBC
Mona Abukhaled, M.S.N., R.N.
Jessica Calderon-Mora, Dr. PH.
Charmaine Martin, M.D.
Estella Price, MSII
Brittany Montgomery, M.D.
Robin Dankovich, Ed.D.
Charishma Boppana, M.D.
Richard Brower, M.D., FAAN

Members Absent
Alyssa Silva, ABSN
Andrea Ramirez, B.A.

Guests
Linda Samples, Associate General Council

Ex Officio Members
Mayra Morales, M.B.A., Senior Director – Diversity, Inclusion, and Global Health
Jose Morales, F.A., Coordinator – Diversity, Inclusion, and Global Health

I. Call to Order
Blake Busey, D.O., Chair of the Council on Diversity and Inclusion, welcomed attendees and called the meeting to order at 12:04 P.M.

II. Introduction of Faculty Senate Representative
Gloria Loera, D.N.P., R.N., NEA-BC was introduced as the Faculty Senate Representative

III. Review and Approval of Minutes
Having met quorum, Dr. Calderon-Mora made motion to approve minutes, Dr. Montgomery seconds the minutes, the Council on Diversity and Inclusion members unanimously approved the April meeting Minutes.

IV. Incident Reporting Survey Process
Linda Samples, Associate General Counsel in the Office of General Counsel states that their team’s recommendation regarding the Incident Reporting Survey is to terminate the survey due to legal verbiage concerns. Dr. Busey provides a brief overview on next steps that will be discussed with Dr. Lange:
- Incident Report Survey Results
- 278 individuals completed the survey, there were other who were not able to complete it the survey before it was taken down
- Results will be kept confidential
- Creating a safe way of reporting
- A campus wide statement needs to be created to let everyone know the CDI is working on resolving the issues the survey has surfaced
- Reporting line for:
  - Students - report incidents to the Title IX Coordinator (Dr. Linda Ellis, Associate Dean for Student Affairs
    - Student Affairs is working on an anonymous line where students can also report incidents
  - Employees report incidents to HR or the Office of the Equal Opportunity Employer in Lubbock

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V. UPDATE ON TOWN HALL MEETINGS

Dr. Jessica Calderon-Mora reports on what was discussed during the meeting with the consultants:

- Meet with student leaders in a focus group style and provide them with a safe space to voice concerns and discuss priorities
- Large scale presentation, panel & facilitated discussion
  - 1 session each for faculty/staff and students, across colleges. This option will allow members of various colleges to interact and connect, building a collective mindset and ownership of the process, the information presented and the next steps. It will also help with information sharing in a broad manner.

Council moves to approve. Dr. Villanueva makes motion to approve, Dr. Montgomery seconded, all approved.

VI. SOCIAL JUSTICE ITEMS

Blake Busey, D.O., Chair
Charmaine Martin, M.D.
Fatima Gutierrez, M.D.
Lizette Villanueva, Ph.D., R.N.
Brittany Montgomery, M.D.
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Dr. Busey gave a brief overview of the changes provided for the anti-racism statement. Concerns with using the word “enforce” were brought up as the CDI was not charged with any enforcement privileges or resources.

- Review Anti-Racism Statement
  - Replace the word enforce on the fourth bullet to inform and promote
  - Remove double “practice” from same sentence
- Action plan for the systemic racism in health care report
  - Work on action items and bringing leadership opportunities for everyone on campus
  - Dr. Brower will take the role of Section Lead for Action Item 1: Implement required Education in Anti-Racism
  - Dr. Dankovich will work on Action Item 3: Task 2 and 3.

VII. INSTITUTIONAL ENGAGEMENT

Blake Busey, D.O., Chair

Letters have gone out to El Paso groups, next steps are to invite groups to our meetings or setting up learning opportunity.

- Next steps on outreach to organizations
  - Invite them to our townhall meetings
  - Have a panel discussion with everyone invited and other community leaders
  - Turn the panel discussion in to a program

VIII. DIVERSITY AND INCLUSION ACTIVITIES

Mayra Morales, M.B.A.

Upcoming Events
Diversity and Global Health Perspectives Film Series:
May 28, 2021- “We need to talk about Anti-Asian hate”

IX. SET NEXT AGENDA

Blake Busey, D.O., Chair

Next meeting agenda items to discuss:
- Identify Channels for reporting
- Update on the Action Items on Systemic Racism and Health Care signup list

X. ADJOURNMENT

Dr. Busey, Chair of the Council on Diversity and Inclusion adjourned meeting at 1:01 p.m.