Council on Diversity and Inclusion  
Friday, July 23, 2021

Members in Attendance
Blake Busey, D.O., Chair  
Huanyu Dou, M.D.  
Ivonne Espinosa, D.N.P., APRN, FNPBC  
Brittany Montgomery, M.D.  
Jessica Calderon-Mora, Dr. PH.  
Estella Price, MSiI  
Richard Brower, M.D., FAAN  
Charishma Boppana, M.D.

Members Absent
Alyssa Silva, ABSN  
Fatima Gutierrez, M.D.  
Charmaine Martin, M.D.  
Alexa Guerrero, Masters Student  
Lizette Villanueva, Ph.D., R.N.  
Robin Dankovich, Ed.D.  
Andrea Ramirez, B.A.

Ex Officio Members
Mayra Morales, M.B.A., Sr. Director – Diversity, Inclusion, and Global Health

Invited Guests
Alexis L. Rossi, Ph.D., ME.d., M.A.  
Leslie Wingo

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 12:05 P.M., via Webex Meetings.

II. Update Town Hall Meetings
Dr. Rossi and Ms. Wingo provide a summary on the focus group conversations held with several faculty on campus.

*See attached report

A. DEI at Texas Tech El Paso
- Facilitated a number of conversations across the organization
- Gap analysis
- Identified AHAs: positive & opportunities for growth

B. What we learned
- There are some challenges and discomfort in open discussion
- Those who felt seen, heard & valued (including with an opportunity to collaborate) LOVED Tech (no matter how long they had been there). However, if did not have those things then had a much more negative perception.
- The perception is that the DEI focus is on the students but should expand to the faculty/staff
- Communication gaps in how information is shared
C. Key Takeaways
- Acknowledgement of the forward progress but there is a need & desire for more movement/programming
- Unawareness of existing diversity
- Need more information/communication
- Identified need for additional diversity and equity across the institution
- Leadership, promotion, pay, etc.
- Need for a fuller understanding of intersectionality & related experiences
- The experiences that we share, as well as what makes us different
- Understanding & overcoming biases & -isms by empowering employees through integrated support, resources & training
- Unconscious bias training, new hire resources/training, annual training, etc.

D. Belonging and Well-Being: Key Takeaways
- Significant gap between those who feel that they belong and those who don’t
- Importance of being recognized/included: opportunity to speak up & be heard
- Collaboration & support are key
- Retention concerns & opportunities
- Impact of 2020-2021 & beyond: overcoming isolation, meeting people where they are
- Need for additional training & resources

E. What you can do
- Stay Informed:
  - Follow the Office of Diversity, Inclusion and Global Health on social media
  - Read emails, websites for CDI & DIGH
- Educate Yourself:
  - Request a training for your department
  - Check out the resources on the DIGH website
- Support Others:
  - Sign up to be a faculty mentor for a student
  - Reach out to an early-career faculty member

III. ADJOURNMENT

Dr. Busey, Chair of the Council on Diversity and Inclusion adjourned meeting at 1:17 p.m.

Blake Busey, D.O.
Council on Diversity and Inclusion Chair