In This Issue

• Spotlight
• About the Council
• CEO Around Campus

We are pleased to present the Council on Equity & Opportunity’s (CEO) inaugural newsletter. This newsletter will facilitate the exchange of information on campus by providing timely information on issues, initiatives, and synergies related to equity and opportunity.

Spotlight: Campus Climate

Promoting a campus culture that is supportive of positive experiences for all students, faculty, and staff is one of four areas in which CEO focuses its attention (see related article – About the Council on Equity & Opportunity). The environment of the campus plays a critical role in the recruitment and retention of UNLV’s students and employees; therefore, getting it right is important to the success of the university. CEO member groups engage in numerous activities that contribute to creating a welcoming environment (see related article – CEO Around Campus). In this issue, we are highlighting three issues CEO has identified that hinder our work to create and sustain a positive campus climate.

The Mascot – Hey Reb!

Members of the campus community have indicated that the mascot is offensive to them. As of the date of this publication, the university has only responded by recounting the history of the mascot and by claiming that it no longer contains any reference to the confederacy. The university’s approach to addressing this issue is troubling. Rather than immediately acknowledge the concerns of campus community members, administrators have attempted to convince those who are offended that their views are unfounded.

Hate Speech

Since its formation, members of CEO (formerly the Vice President’s Council on Diversity and Inclusion) have consistently received reports of verbal aggression based on individuals’ race, ethnicity, gender, and sexual orientation. While CEO does not advocate the implementation of restrictive speech codes, it does believe that the university needs a method to report and monitor this activity. Moreover, its existence speaks to the need for the university to work harder at creating an environment where these expressions of bigotry would not occur.

Sexual Misconduct

Affiliated CEO group members (Black, Hispanic, and Native American) are at greater risk for sexual abuse. Therefore, CEO is very concerned when it receives reports of inappropriate activity of a sexual nature. Reports regarding the way that the university handles complaints of sexual misconduct are troubling. This criticism gives the impression that the
The university is unresponsive to calls for help. We urge the university to improve its processes, particularly for incidents that have not escalated to a formal complaint: by timely acknowledging the receipt of complaints; by describing the process used to investigate and resolve reports, related timelines, and responsible parties; and by providing updates at each stage of the process.

About the Council on Equity & Opportunity

The Council on Equity and Opportunity is the unifying body for affinity groups and campus units that work on identifying and addressing equity and opportunity issues. CEO’s existence fosters synergies that lead to meaningful change for members of the campus community. As an autonomous group, CEO serves as an alternative mechanism for students, faculty, and staff to raise issues that deserve administration’s attention. The council holds one seat on the President’s Advisory Council (PAC) and it is through PAC that issues of concern are formally communicated to university administration.

During the 2014-2015 academic year, the Council completed a strategic planning process that led to the creation of four mission areas. This is CEO’s first year (2015-2016) of strategic plan implementation.

CEO’s work focuses on the following four mission areas.

Mission 1: Campus Climate
Promoting a campus culture that is supportive of positive experiences for all students, faculty, and staff.

Mission 2: Recruitment
Monitoring and advancing recruitment strategies that create and maintain a diverse pool of students, faculty, and staff at UNLV.

Mission 3: Retention, Progression & Completion
Monitoring and advancing strategies to increase the retention, progression and completion rates of historically underserved students.

Mission 4: Retention & Promotion
Monitoring and advancing strategies to increase the retention and promotion rates of historically underrepresented faculty and staff, including minorities and women.

Each of the mission areas are tackled by using a model that employs monitoring, advocacy, and promotion (see Figure 1). A full copy of the strategic plan is available on the Resources page of the CEO website.

Meetings
CEO meetings are open to members of the campus community who are interested in diversity and inclusion at UNLV. Meetings are held monthly on the second Friday, 12:15 p.m. – 1:45 p.m., in the Fred C. Albrecht Board Room, Richard Tam Alumni Center. Special topic or guest meetings are held on the 4th Friday from time-to-time. Please contact us at ceo@unlv.edu if you would like to attend one of our meetings. All regularly scheduled meetings are posted on the UNLV Events Calendar.

CEO Around Campus

The members of CEO affiliated groups and units support numerous activities that contribute to the success of the university. These activities vary from creating affinity spaces, serving as mentors, and working on a range of issues that enhance the profile of UNLV and its surrounding communities. The list below is a small sample of the priorities and accomplishments of our members.

Administrative Faculty Committee: We are currently working on the creation of a website so that we can highlight achievements of Administrative Faculty, are able to offer and advertise professional development opportunities, and can connect Administrative Faculty to resources on campus. Most recently, we worked closely with Faculty Senate to advocate for more equity in re-
gards to proposed Board of Regents termination policies and asked PEBP for improved healthcare services and/or different healthcare provider options. The Committee also worked closely with Human Resources earlier this year to provide feedback for a comprehensive new hire training program and are currently working on launching an Administrative Faculty mentoring program for new hires. In addition to advocacy, each year we host a Professional Development Day where we bring speakers to campus to provide educational/professional enrichment, highlight the Administrative Faculty of the Year, and recognize those who were awarded Professional Development Awards.

American Indian Alliance (AIA): AIA works hard to create a welcoming environment for our Native people. This is especially important for new students, employees, and their families. We began this task by creating a virtual presence with the AIA website. The goal of the website is to document the many ways that Native people contribute to UNLV’s mission. Our news section contains a long record of activities (research, presentations, awards, etc.) that show prospective students, employees, and donors that Native people have made their mark at UNLV. In real life, AIA has three official activities that allow members to interact with and support students. At the beginning of the fall semester, we hold a welcome for students and their families. In the spring semester, we hold a gathering that allows us to touch base with continuing students and to welcome those that are new to campus. The year culminates in a convocation ceremony that honors graduating students. The Office of Diversity Initiatives also employs a Liaison, Outreach & Program Coordinator, that works with tribal governments and organizations. The State of Nevada alone is home to 27 federally-recognized tribes.

About Member Groups and Units

Administrative Faculty Committee: The Committee is comprised of elected representatives from 14 areas, with a total of 16 representatives that represent 1200+ Administrative Faculty on campus. The Committee’s vision is “To create a culture of inclusiveness and growth by fostering meaningful collaborations and providing opportunities for Administrative Faculty to participate in rewarding professional development endeavors.” The Administrative Faculty Committee is represented on the President’s Advisory Council, Police Safety Advisory Board, UNLV Bookstore Advisory Committee, Council for Equity and Opportunity, and Faculty Senate. More information about AFC is available at: http://facultysenate.unlv.edu/committees/administrative-faculty/

American Indian Alliance: The UNLV American Indian Alliance (AIA) is composed of faculty and staff who are committed to advancing the education of Native American and Alaska Native peoples. AIA’s goal is to speak and act as a unified body for UNLV’s Native population. More information about AIA is available at: http://www.unlv.edu/aia

Asian Pacific American Faculty/Staff Alliance: The Alliance’s mission is to address the needs of Asians and Pacific Americans on campus, to promote professional development and cooperation among members, and to serve the community through social and cultural activities, education, and advocacy.

Classified Staff Council: The Classified Staff Council (CS Council) represents and serves classified employees and is an advisory group to the president of the University of Nevada, Las Vegas. The CS Council recognizes the importance of being actively involved in creating a more collaborative campus community. More information about CS Council is available at: http://www.unlv.edu/cscouncil

Council of African-American Professionals: The Council of African-American Professionals (CAAP@UNLV) includes members of the UNLV community and is based on individual interest, self-identification as black, and
support of CAAP@UNLV’s mission. CAAP@UNLV promotes diversity, inclusion, and cultural competency, with a particular focus on black faculty, staff, administrators, and students at UNLV, and issues that affect their professional development and career advancement. CAAP@UNLV is coordinated by a steering committee and holds meeting/mixers on the third Friday of each month. More information about CAAP@UNLV is available at: https://www.unlv.edu/caap

Disability Resource Center: The Disability Resource Center (DRC) supports students with disabilities at UNLV through advocacy, accommodations, and supportive services to ensure access to campus courses, services, and activities. The DRC is the university-designated office that determines and facilitates reasonable accommodations in compliance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973. More information about DRC is available at: http://drc.unlv.edu/

Interdisciplinary Degree Programs: The Interdisciplinary Degree Programs (IDP) enables students to construct individualized and rigorous degrees by taking courses from across the departments and colleges at UNLV. IDP is also home to Gender & Sexuality, African American, Latin American and Latina/o, Asian, and American Indian and Indigenous Studies. More information about IDP is available at: http://www.unlv.edu/interdisciplinary

Latino/a Faculty Alliance: Comprised of tenured and tenure-track faculty, the Latino/a Faculty Alliance (LFA) has met regularly for fifteen years. Its members represent all of UNLV’s colleges, as well as the Boyd School of Law. The LFA’s mission is to support and promote diversity, equity, and opportunity for UNLV students and faculty. It also leads outreach efforts in support of K-12 education and other community-based projects. UNLV’s forthcoming HSI (Hispanic Serving Institution) designation serves not only as recognition of the growing Hispanic student population at UNLV, but also the work of LFA since its inception in 2001.

Office of Veterans Services: The Student Veteran & Military Family Services initiative was created in June 2009 to help UNLV’s student veterans and active duty military members successfully navigate the academic and administrative pathways of a college education. One of the primary outcomes of this initiative is the partnering of several units on campus to provide simple, predictable administrative processes for student veterans and military family members. The members of this team are committed to outstanding support for this student population. More information about the Office of Veterans Services is available at: http://www.unlv.edu/veterans

Q: UNLV is the campus group that focuses on issues that affect gay, lesbian, bisexual, and transgender UNLV faculty and staff.

Women’s Council: The Women’s Council advocates for a high quality work-life, contributes to the creation, implementation, and monitoring of initiatives designed to ensure equitable and respectful treatment, and promotes the value and support of professional success and personal growth on behalf of women on campus. All academic, administrative, and classified staff are invited to join the Women’s Council for networking, advocacy, and support. More information about the Women’s Council can be found at: http://www.unlv.edu/womenscouncil

About the Name

We selected The Sentinel as the name of the CEO newsletter because it represents our duty to remain vigilant when it comes to matters of equity and opportunity at UNLV. However, we are also aware that we are carrying on in the tradition of the Las Vegas Sentinel-Voice, the oldest weekly newspaper and the only African-American newspaper in the state of Nevada that published for thirty-five years until they closed their doors in 2014. For more information on the Las Vegas Sentinel-Voice, visit: http://lasvegastribune.net/sad-day-freedom-press/

THE TIME IS ALWAYS RIGHT TO DO WHAT IS RIGHT.
- MARTIN LUTHER KING, JR.

EQUALITY IS GIVING EVERYONE A PAIR OF SHOES.
EQUITY IS GIVING EVERYONE A PAIR OF SHOES THAT FIT.
- DONALD WARNE