

## **First Monday Video: Elevating Equity within the Division**

June 2016

With Vice Provost Scott Reed and Mario Magana, State 4-H Outreach

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**SCOTT:** Good Morning everyone. This is the first Monday video for June 2016.

I'm joined this month by Mario Magana from our 4-H Youth Development program. Mario is an outreach specialist and an associate professor.

One of the university's priorities this year is [student] success. In our Division, we would use the word learner [and] learner success.

And today we're going to talk about one of the points made at a recent student speak out around how the university fairly and equitably distributes resources to the people it serves. And of course, there was no learner speak out in outreach and engagement, but Mario is able to provide a little perspective for us and what that means.

**MARIO:** Thank you very much Dr. Reed for the opportunity to speak to the division and the faculty. So what I think about this thing between equity and equality. It is an issue today that should be very important.

That I would like to talk about three points, if you don't mind. So one those things is to provide additional consideration when we hire people. It seems to me in doing our job descriptions it has to be very important to make sure some part of the job description, require for example, if we want to hire a bi-lingual, bi-cultural person, that has to be written into the job description.

Another I would like to mention is about when we organize committees for hiring practices. It seems to me that we have to think about having two or three Latinos instead of having just one. If we are going to intentionally are looking for a Native American person, the same thing. We have to have two or three Native Americans to have a powerful vote for making a decision who we hire.

The other thing. It seems to me, we need to take into consideration budget allocations when we make decisions about where we put our money – since there are no additional resources to be able to hire more professional faculty and more program assistants – in order to move the programs forward.

**SCOTT:** Mario, thank you very much for giving us a lot to think about. For viewers of this month's video, I hope this might inspire you to not only have some thought time but come conversation time with your co-workers. As it happens, on June 7<sup>th</sup>, the entire program council will be spending a half-day around the topic of diversity, equity and inclusion. So your program council representative will be a perfect person to bring into that conversation.

Hope you have a great month.

**MARIO:** Thank you for the opportunity.