

## HSLIC Justice, Equity, and Inclusion Committee

Annual Budget Proposal

Fiscal Year 2021-2022

Presented to: Executive Director

### Background

The HSLIC Justice, Equity, and Inclusion Committee is dedicated to providing leadership in the development of a welcoming and inclusive environment for our diverse patrons and employees. The committee promotes equity, inclusion, justice, anti-racism, and accessibility initiatives within HSLIC and beyond through collaboration with members of the campus and the community.

Having a set budget for the current fiscal year will have great impact on the work of the committee by allowing us to engage in equitable practices of paying experts in the work of Justice, Equity, and Inclusion to train and teach both our employees and learners about the importance of this work and actionable steps we can take. By having budget lines for staff training, public facing events, and collections to support the work we will better be able to shift our culture towards one with a social justice focus and build inclusion. This will further support our mission as a central hub for the Health Sciences Campus by answering the call to "Provide the environment and resources to enable our people and programs to do their best" and "Nurture and embrace an environment of diversity, integrity and transparency."

### Proposed Budget

Please note that due to the fact that the work of this committee is new and the impacts of the pandemic, the committee might find it needs to reallocate funds to different initiatives depending on findings of the committee. If that happens the committee will work together to appropriately identify needs, allocate funds, and track the process.

<b>Funding Category</b>	<b>Projected Number of Events</b>	<b>Cost</b>
Public Facing Events	2-4 <i>*This would assist with costs for food, <b>paying speakers</b>, and possibly offering supplies and resources attached to the programming.</i>	\$3000*
Staff Trainings	3-4 <i>*Budgeting roughly \$1000 per training. Some might be more and we might be able to get some for free so will hopefully balance out. <b>This is to pay the trainers.</b></i>	\$4000*
Collection Development		\$1000
*\$500 of this budget is	<b>Total FY 21-22</b>	<b>\$8000</b>

<i>allocated for food. So we have \$6,500 for the events/training and \$500 for food for them</i>		
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Public Facing Events: Events for the campus community sponsored by the JEI Committee.

Justification: Building community and representation are crucial in order to build an organization centered in social justice. By offering training from experts grounded in inclusive practices, we are contributing to the work being done at the Health Sciences Center and offering our community a space to learn, grow, and thrive. We further improve the learning environment of our students by offering them resources that acknowledge the holistic nature of educational environments and assisting in connecting their work to their communities.

Staff Trainings: Professional development opportunities for HSLIC faculty, staff, and student employees.

Justification: Inclusive environments cannot be built if the employees working in the organization do not have a fundamental understanding of how injustices in society impact both our work environments and our education environments. Being an institution that is grounded in educational work it is therefore even more necessary that all of our employees have a fundamental understanding of critical pedagogy and the obstacles faced and the cultural wealth contributed by our diverse patrons.

Potential experts to invite include: UNM SafeZone, NewMexico Dream Team.

Collection Development: Funds to purchase JEI materials in support of and to provide context for programs and training.

Justification: Library materials add context to intricate topics, provide options for further reading, and contribute to a robust and inclusive library collection. By equipping learners with additional resources, the library encourages the continuation of JEI work outside of often time-constrained trainings and events. Purchasing materials suggested by experts provides valuable insight into the research being conducted for equity initiatives and can thus inform more inclusive health sciences practices.

## **Discretionary Funds**

The categories above reflect the JEI Committee's planning for the first year. In the future, it is possible a discretionary fund will be established for training, events, materials, and other

initiatives not listed in a proposed budget or that we will need to relocate funds. The committee will decide on how much from the overall budget to allocate and when to use those funds.