

Monday, October 22, 2018, 12:00 – 1:30 p.m. | Cline Library, Room 131 (Media room)

**Agenda**

1. Welcome and Roll Call
   1. Called to order at 12:02 p.m.
   2. Attendees
      1. Debra Edgerton, chair
      2. Marcela Pino Alcarez
      3. Bo Schwabacher
      4. Joseph Wright
      5. Michelle Benedict
      6. Mayo Allen
      7. Megan Trout, Graduate Assistant
      8. Pamela Peurel
      9. Calvin Degassie
      10. Michele Lee
      11. Sharon Gorman
      12. Danielle Gervasio
      13. Erika Hess
      14. Esme Erdynast
      15. Samjam Ahhuwalia
      16. Jennifer Koehmstedt
      17. Heidi Feigenbum
2. Announcements/Follow-ups

* Summary of Welcome Tea with AAUW
  + Considered a success. 42 RSVPs. Not everyone signed in, but a head count in the middle had 38 people.
  + Interested people will be added to the listserv.
* Collaboration with CED to bring speaker Kevin Willmott to campus
  + Kevin Willmott is a co-screenwriter for “Black Klansman”.
  + Partial funding has been provided by Office of Equity and Access.
  + Sun Entertainment is providing some funding; will provide Proknow for film screening.
  + IMQ will be hosting a brown bag lunch on Thursday before.
  + Contract pending.
  + Scheduled presentation, Q&A, and film screening will kick off Black History month.
  + He will also talk to some classes on the Thursday before.
* Any announcements from CSW Commissioners
  + Graduate Student Government is collaborating with ASNAU on a Getting into Graduate School workshop. Tuesday, November 6th 5:30 - 8:30 p.m.
  + Black Leadership Summit was last weekend
    - Chair was talking with a graduate student who lives in family housing
      * Student had applied for housing 1.5 years in advance, CCC to NAU transfer student
        + They kept telling her to check the website, but it was not up. She kept checking and it was then only open for 1 week when she applied.
      * Currently people who live in family housing are being told that no one is interested in family housing.
        + The application schedule does not coincide with undergraduate housing.
        + Only opens up when there are openings, which could be in the middle of the semester.

1. **Presentation and Discussion:** Ivy Banks, Director of IMQ, will give us an update on activities and new space for IMQ, New Student Survey this year that will address sexual assault and Title 9. She will also discuss the project “Ain’t I a Woman!”, a theatrical celebration coming to campus Feb. 8th that she is seeking support from CSW.
   1. Campus Climate Survey
      1. IMQ partnered with EAB, MENSA, and members of President’s advisors.
      2. Goal is to launch by February 11th
         1. Open for two weeks, will close on February 25th
         2. Information can be received to review in early June to implement for the next academic year.
      3. Free survey to launch
      4. The last survey was very extensive and students complained about the length of time to complete.
      5. The last survey was 3-4 years ago, so we don’t have a good pulse on the campus climate.
      6. Proposed to do it annually and vary questions from year to year.
         1. Core survey every year.
         2. 2 other options would be given each year: diversity/inclusion, and sexual assault on campus
         3. Students who are on campus for 4 years will see all questions
         4. Will provide full picture of diversity and Title IX issues on campus.
      7. Next meeting is December 4th. Seeking faculty to join as they develop the questions. Reach out to Stephanie Winters if interested.
      8. Questions:
         1. Can graduate students participate in the development? Yes, reach out to Stephanie Winters
         2. How will that will work for a student who takes it every year? They will have new questions each year and therefore provide a fresh perspective.
         3. How will structure look for timing of the survey going forward? Structure not set for when they will come out in future years. Probably February to provide the summer time to implement, similar to this year.
   2. IMQ has a new workspace.
      1. It had been inside across from the student life office.
         1. Limited programming space.
      2. Moved into what was formerly Kaibab. Knocked walls down to have the largest footprint for diversity and inclusion programming in the history of NAU.
      3. Started with budget of $100,000 but has grown to $217,000 thanks to students meeting with the President, who provided the increased budget.
   3. Original date had been February 8th for Ain’t I A Women event, which will come for Black History and Women’s History month along with Office of Equity and Access, department of women and gender studies, CED, EMSA, ethinic studies, etc. Office of Equity and Access has not yet gotten back to
   4. NAU Cares campaign being pushed for DACA students.
   5. Questions:
      1. Student groups including Pride and ASIF lost their office space due to the IMQ move. What is the status of where they will be housed? Will IMQ house them?
         1. ASNAU grew and that is actually what took over these groups’ space, not IMQ.
         2. PRISM and all of their office space will be in the new IMQ office.
         3. ASIF’s materials and things are in the IMQ space which is under construction.
         4. PRISM will be in the back of the IMQ office, as will ASIF.
      2. How are students responding to the new space?
         1. For PRISM and ASIF, they had their own office space so the shared collaborative space has been something to work through.
         2. Otherwise positive response from students.
         3. Difficult because the space is under construction.
      3. The goal is to complete construction by second week of December.
2. **ASIF discussion (Associated Students for Intersectional Feminism) introduced by Dr. Sanjam Ahluwalia**
   1. ASIF lost their space
   2. Changed their name, and were told they may lose their funding.
      1. Changed name to better reflect the feminist ideals they represent.
      2. Ivy Banks clarified that meeting occurred in August with ASIF leadership. She indicated she followed up and, via email from VP, the name change would not affect their funding as long as the name change complied with their organization’s constitution. This email was forwarded to ASIF leadership. Their funding comes from washing/drying machines, so there is plenty of money available.
   3. CSW is their affiliate group, so chair, Debra Edgerton, invited them to attend next meeting to present about their concerns.
3. **Presentation and Discussion:** Dr. Sanjam Ahluwalia, Director of Women’s and Gender Studies will be discussing the Louie Care program and whether there is equitable coverage of birth control for women students on campus (Campus Health Center)
   1. President of Planned Parenthood Gen group on campus was present and shared a statement.
      1. Confusion from website: Louiecare on website says birth control is not covered at all.
         * 1. Actually, oral birth control is covered for a $10 co-pay for office visit
           2. NAU generic prescriptions: 10% is covered is covered under LouieCare.
         1. Policy is if a student has an IUD, then Louiecare will allow insertion for $10 co-pay.
            1. But this information is also not on the website.
            2. And, no information provided on website about how to order an IUD safely.
         2. In addition to updating the website for the birth control issue, LouieCare needs to explicitly advertise that it is not insurance because students are confused and the website is not clear.
            1. Students can pay for this if they don’t have a healthcare plan.
         3. NAU does not take AHCCS for low-income students
         4. Question from audience: Should this issue be discussed with the NAU HR Benefits committee for advocacy?
      2. NAU should provide menstrual products in vending machines
         1. Would be good to include Plan B
            1. Campus clinic inaccessible if a student needs to get a Plan B emergency contraceptive on the weekend
         2. Dispensing machines in restrooms are usually empty
            1. Probably because there is no contract to fill.
   2. Condoms are passed out freely on campus, whereas females have to pay co-pays.
   3. Clarification of the other student health insurance options for students, which are available as major medical insurance in addition to Louie Care.
   4. Debra Edgerton asked if anyone knows who to contact about this. Sharon Gorman provided contact: Julie Rines, Executive Director of Campus Health Services.
      1. Debra will invite her to come and provide more clarity to CSW on the issue.
      2. Debra encouraged student groups to also advocate on their end to come together to address the students’ needs.
   5. Discussion of the fact that students need help understanding their choices and clarifying coverage.
4. **Discussion:** Announcement of the Diversity Fellow (formerly the CDO) and job description posting
   1. Debra Edgerton shared a history of how this position came into being (formerly Chief Diversity Officer).
   2. Deadline is November 1st
   3. Debra solicited feedback from commissioners:
      1. Better than what we have, but not what we had hoped. It’s a step in the right direction.
      2. Concern that job description is short and not ownership-oriented/accountable.
      3. The position seems watered down and does not lay out the parameters of what the position is supposed to do.
      4. Nice that it invites someone who is already involved at NAU; internal posting. Does not invite someone to fully engage with the position, though. What is this person going to be actually doing?
      5. It’s limiting that it is ½ to ¾ time. Okay for faculty with course release, but staff probably cannot do this as departments cannot accommodate losing the hours from their positions. During President’s talk last week, she stated she did not feel there was not a need for a full-time student. Discussion of how this position ties into the strategic plan goals including engaging Native Americans, which this position would be needed. Not enough for what we really want.
      6. President said she looked at different models and felt the fellowship model was best. But that model is based on much smaller organizations.
      7. Ivy Banks discussed how there are over 7,000 latino students. We are 2.5% away from being a hispanic serving institution; we will probably become one in the fall. Student services perspective: Ivy Banks is working 70-80 hours per week doing the student services side alone. What would this person do for the students? Ivy Banks suggested and encouraged making a list of what is needed from the position in order to meet needs of CSW and student services. Perhaps it is not clear everything that is needed to support students. All of this work is outside people’s normal work schedules.
      8. Debra discussed the work that has been done to get to this point; it had previously been a ¼ time position. The position as is may just be a method to “move up the ladder” administratively instead of attracting a strong proponent of diversity on campus. Debra discussed the annual executive letter for CSW and all of the communication that has occurred to reach this point. The position description does not specify that they should meet with the diversity commissions.
5. **Discussion:**  Re-vote for subcommittees. Our top two vote getters were ***Data Collection for Assessment of Gender Equity/Parity and the Exit interview.*** Then we had a three way tie. I thought since both of our top vote getter are about collecting information, we could consider combining those two into one committee. Paul, Samatha, and Sharon can manage Career and Leadership Workshop and student mentoring on their own.

So let us take another look/vote for a third committee using the list below or a suggestion for something new.

* 1. ***Exit Interview*** - Recommendations for an improved process and instrument to incorporate more transparency and focus on issues related to diversity - Maps to Diversity, Health & Safety Committee, Strategic Goal 2
  2. ***Family Housing*** - Recommendations as a Report for continuing and sustaining family housing at NAU with supporting evidence - Maps to Work-Life Balance Committee, Strategic Goal 3
  3. ***Career and Leadership Workshop and/or Student Mentoring*** with targeted groups at NAU (see 5 above) - Maps to Gender, Equity/Parity Committee, Strategic Goal 1
  4. ***Title IX Staff and Faculty or Implicit Bias Seminar for AY 2017-2018*** and/or investigating and ensuring enforcement of Online mandatory training - Maps to Gender, Equity/Parity Committee, Strategic Goal 1 maps and Diversity, Health & Safety Committee, Strategic Goal 2
  5. ***Institutional Climate on Gender and Diversity*** - advocating for a harassment-free environment for faculty, staff, and students, recommendations for policy changes and improved communication processes - Maps to Diversity, Health & Safety Committee, Strategic Goal 2 and Work-Life Balance Committee, Strat. Goal 3
  6. ***Child Care (and/or Elder Care) at NAU -*** Maps to Gender, Equity/Parity Committee, Strategic Goal 1 and Work-Life Balance Committee, Strategic Goal 3
  7. ***Family Leave - Paid and Intermittent -*** Maps to Gender, Equity/Parity Committee, Strategic Goal 1 and Work-Life Balance Committee, Strategic Goal 3
  8. ***Data Collection for Assessment of Gender Equity/Parity -*** Gender, Equity/Parity Committee, Strategic Goal 1

1. Vote taken on having two additional sub-committees in addition to Career and Leadership Workshop: 1. Lack of parity 2. combined data collection sub-committee. All hands raised for “yes”. However, Debra asked who would like to be chair and no one volunteered. So, Debra will send out a list and people can get back to her on what they want to be involved in.
2. Elec**t** CSW Subcommittee Chairs - no-one volunteered
   1. *Explanation of Minimum Requirements for Committee Chairs* (See By-Laws)
   2. Committees (Gender, Equity/Parity Committee, Diversity, Health & Safety Committee, Work-Life Balance Committee
3. Debra solicited co-chair verbally; no responses.