

Monday, September 25, 2017, 12:00 – 1:30 p.m. | Cline Library, Room 169 (Teaching Commons)

**Agenda**

1. Welcome / Roll Call and Brief Introductions (Debra Edgerton)
   1. Members and attendees introduced themselves

**PRESENT:**

Samantha Clifford - Committee Chair for Equity/Parity

Bo Schwanbacher

Paul Jagodinski

Michele Lee

Barbara Mendez - Committee Co-Chair for Diversity, Health, & Safety  (Strategic Goal #1)

Debra Edgerton  - CSW Co-Chair

Lori Rubino Hare

Nena Bloom

Sharon Baudelaire

Naomi Bishop - Committee Co-Chair for Diversity, Health, & Safety (Strategic Goal #2)

Danielle Gervasio

Maggie Vanderberg

Pam Heinonen

Megan Trout

Uzma Tahir – Committee Chair, Work-Life Balance (Strategic Goal #3)

Alexandra Carpino

Susan Johnstad - Online

Susan Lauer -Online

Teresa Kalloch - Online

Sharon Gorman - Co-Chair

1. Announcements (Debra)
   1. Status on Welcome Tea with ASWI and AAUW (Debra)
      1. Tentatively scheduled mid to late October, looking for venue currently. Once it is more settled an update will be sent out.
   2. *All Diversity Commission Mixer/Lunch*, Wed., October 4th, 11:30am and 1:30pm, Location TBD
      1. All commissions are getting together for a luncheon on Oct 4th, 1 chair from each of the commissions will be present, everyone is welcome.
   3. *Safe Zone training* of all CSW members in Spring 2018 (Sharon)
      1. Will figure out a time that is good for all members, either during a meeting or during a special session.
   4. Recruitment updates of CSW (word of mouth, flyer, events, other means of promotion) (Sharon)
      1. Flyer available to be posted, please get the word out that we are here.
   5. Formation of Executive Board tabled until Spring 2018 - This will require change to By-Laws (Debra)
      1. Tabled until Spring 2018, for now the commission feels like they have the issued identified and will vote on them later. Will try to stay close to the bylaws, and we have Priscilla Mill’s endorsement if we feel like we need to make adjustments.
         1. See if we can make them official and finalized.
   6. Syllabus Recording Request - in Bb Learn Shell (Alexandra Carpino)
      1. Everything is available on BB Learn
         1. If you do not have access let Sharron know.
      2. An inclusion to Class Syllabus informing students that they should obtain permission from an instructor or (if appropriate) from disability resources.

1. **Presentation and Discussion:** Welcome and Introduction of Ivy Banks, Director of IMSS (Debra)
   1. Overview of current IMSS
      1. Looking forward to collaborating with the commissions
      2. NAU Cares campaign
         1. Working with several affinity student groups, GSG, and ASU
         2. Looking to let students know that they are part of our community and that we care about them
         3. Will be tabling in various places around campus and will be passing out a student design heart that students can wear around campus.
         4. Will have lapel pins for staff and facility so they can show support
         5. Information will be sent to chair so that members will know when we are tabling
         6. Any questions can be answered at IMSS office and office of Equity and Access and student life.
         7. Hope to start tabling this week**.**
      3. DACA
         1. Reached out to each of our DACA students to know that our IMSS office recognizes and supports them
         2. Meeting with all the students present at NAU and other campuses so that they know we are here for them and support them and look at ways to retain them.
         3. Looking at ways to obtain funds for DACA students
            1. Looking at fundraisers to work with GSG to raise funds
         4. Do not know what will happen to instate tuition
            1. Looking at best case and worst case scenarios
      4. Have your Say
         1. Students can come in at Wed 1-3pm and share their concerns
            1. IMSS will then be able to give them or direct them to resources such as counseling
      5. Updating safe zone
         1. Complete overhaul of safe zone this year
      6. Beginning support groups
         1. Women of Color Support group
         2. LGBQTIA support group
         3. Have different discussions throughout the year, have mentor system.
      7. New Study abroad initiation
         1. Specific group for LGBTQIA
      8. SPEAK program
         1. If there are protests and other groupings on campus, let students know that they are free to speak out on campus (as long as they stay within guidelines).
      9. BEST
         1. Look at how to continue BEST, if it is the
      10. One Community, Many Voices
          1. Tomorrow at the du Bois center
             1. Several performances
             2. After the performances there will be a breakout session where you can learn from and interact each group.

1. **Presentation and Discussion:** Report from the HR Benefits Committee (Susan Johnstad)
   1. The committee comes together annually and works during the summer months
      1. Reviews NAU’s self funded medical plan, plan changes, how to mitigate cost increases, advises the President
      2. One of the goals is make the self funded plan competitive with the state plan
         1. Focus on the predictabilities
         2. 0% co-insurance, make sure its 100% covered.
         3. Looked at keeping the deductible low
         4. We can better leverage the presence of the Fronkse health center
         5. Presented to the President in Early DEC with a couple options of how we can proceed
            1. President has made decision and we should find out soon.
         6. Some of the things we did not see an increase are
            1. Cost of visit
            2. Prescription
         7. Out of pocket maximum is more expensive then state level.

1. **Discussion and Possible Action:** Career and Leadership Workshop for Women in Science Technology, Engineering and Mathematics (WiSTEM) Graduate Student Group (Paul Jagodzinski) - See #9
   1. This is one of the initiatives that we may decide to vote on.
   2. Ran a workshop in February 27
      1. Had a number of speakers, overall a success.
   3. Paul met with Graduate students
      1. WiSTEM would be very interested in Leadership workshop for Women.
         1. Would like to participate
            1. Finding out how many members there are, how many would attend
            2. Need to find if WiSTEM is an official NAU club

Got approved last year so they should be offical.

* + - * 1. Society of Women Engineers might also be interested in this workshop

Contact will be made

1. **Presentation and Discussion:** Mini-course entitled *Speech on Our Campus* (Debra and/or Alexandra)
   1. Summary
      1. Was focused on 1st amendment topics.
      2. No opportunity for discussion or discuss the events happening here at NAU

* + - 1. Faculty was unable to get questions answered
      2. Some attendees, did not find the mini-course useful, academic counsel would like to hold their own course, others found it informative but not concrete.
    1. Recording in a classroom is allowed for students, though the syllabus inclusion means that students should ask permission before they record, they cannot disrupt the class while recording.
       1. You can say no recording but the university will not support you in the event of an incident.
    2. Issue with a student who drew a swastika in a course for an assignment.
       1. Did not get in trouble from the university, no push back.
    3. Self-censoring
       1. Course stated that if it causes problems don’t teach it.
       2. Faculty should get a handle on the disruption policy
          1. One of the few things that faculty has as recourse.
    4. CED is looking to moving forward to do a workshop or other event around free speech.
       1. This might be a joint commission.

1. **Discussion and Possible Action & Written Recommendation:** President’s Possible Call/Suggestion for “Diversity Advisor”: Part-time Faculty Appointment opposed to Chief Diversity Officer (Sharon)
   1. Had meetings with the president
      1. Big move to move this full-time position to a part time faculty advisor position
         1. With one course release
         2. Would be more of a spokesperson and about fundraising
            1. Be the positive face for diversity and keep up with national trends.
         3. Attendees to the meeting were taken aback by this. Had some concerns
            1. How can you eliminate the title?

No respect given to the position

* + - * 1. One course release is not adequate
        2. Who has fundraising experience on staff?
      1. As a commission, we would like to write a statement about what we would like to see with the position.
  1. Open discussion
     1. Do we have access to the CDO job description?
        1. No position description for the current one.
           1. The last CDO job description should be available online.
           2. As this is no longer a full-time position the prior duties might not carry over.
        2. Would anybody like to spearhead the description?
           1. Commission will have something done in two weeks and send out to everyone for feedback.
        3. Would like it to be a full-time position
        4. Quorum reached for a written statement, no nays.

1. **Discussion and Possible Action & Written Recommendation:** Possibly rename “Bias Incident Report” - advice wanted from Dr. Cheng <https://nau.edu/bias-education-and-support/bias-report/> (Sharon)
   1. Concern over the word “Bias”
   2. At U of A there was issue over the term “Social Justice” and they could have lost funding
   3. President is looking for a certain word that means the same thing
   4. Discussion tabled for the next general meeting.
2. **Discussion and Possible Action:** Vote on 3-4 CSW priorities for this year; CSW will continue to assist with letters of support and other action items as they arise during AY 2017-2018 (Sharon)
   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
      1. *Need to protect and preserve family housing as an Institution.*
   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
      1. Could really use the support from the commisison.
   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*** - 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. Other?
      1. Change E, change to Institutional climate on Gender and Diversity, to address issues brought up during this meeting.
      2. Members wish to focus on things that are doable soon.
      3. Graduate student government
         1. Taking this year to do some research
            1. Hopefully they do social research
            2. How other institutions solve these problems.
         2. In the spring have a report for the President
            1. Show how other institutions have solved these problems

One example would be with housing.

* + - * 1. See if we can collaborate with the community.
        2. International students have difficulty finding housing too.
  1. Vote Results
     1. Vote was held using ballots, Items A,B, C, and E were the winners. (Exit interviews, family housing, career and leadership workshop and institutional climate on gender and diversity)

1. **Elect** CSW Subcommittee Chairs (Sharon Gorman)
   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.
      1. Samantha for Equity
         1. All ayes, no nays
      2. Uzma for work life.
         1. All ayes, no nays
      3. Naomi for Diversity
         1. Barbara to co-chair.
         2. All ayes, no nays.