**April CSW Minutes**

Tuesday, April 27, 2021, 11:30-12:30 p.m.

Zoom link: <https://nau.zoom.us/j/89444043085>

Meeting ID: 894 4404 3085

Password: 391659

1. Welcome to the last meeting of the semester!
2. **Roll call:**
	1. Sanjam Ahluwalia, Jessy Zukosky, Shane Canitz, Lauren Copeland-Glenn, Dilofarid Miskinzod, Sneha Vissa, Shar Jenniges, Samantha Clifford, Lynn Jones, Amy Rushall, Nena Bloom, Heidi Feigenbaum, McKenzie McLoughlin, Grace Okoli, Juana Martinez, Calvin Legassie
3. [**Diversity Strategic Plan Overview Document**](https://in.nau.edu/wp-content/uploads/sites/189/0414_506319_Diversity-Strategic-Plan-accessible.pdf)
	1. Lauren shared the DSP Overview Document, explaining how it was professionally designed by NAU marketing and described its purpose and the importance of its contents
		1. It is a summary of the DSP, and is geared for those who are just beginning to consider how to implement the DSP in their own departments/areas of campus
			1. Thus, there is an overview page of the priorities and overarching objectives, but the individual strategies for each objective are not listed on the overview document (must be sought out on the full DSP)
		2. Emphasized the importance of the history section, which highlights the hard work and research done at NAU that culminated in the DSP and other DEI projects/advancements
		3. Similarly described the significance of the definitions section in establishing that diversity is referring to the vast intersectionality of identities
	2. Will have some overview documents printed in Fall, for handing out and to have available in departments
	3. Lauren mentioned that the Diversity Fellows program complements the launch of the DSP, since departments can reach out to the DFs to strategize about how to implement/adapt the DSP for their own use
		1. Each VP/ Dean has been notified who their DF is, and this information will also be posted on the CUAI website
		2. The role of the DF is not to implement the DSP for their assigned departments, but to support them in creating their own DSP or incorporating the DSP into programming in their department
			1. Each department will use the DSP in different ways
	4. Question asked: Where will the DSP be housed?
		1. Lauren clarified that the nau.edu sites are currently being redone (templates are being modified to be more usable)
			1. Diversity will be included in the top menu bar, and will be rolled out there
			2. Additionally, the CUAI website is also getting a remake, and information will be much easier to find with new categories, headings like ‘Community’, ‘Academics’ etc. (unclear timeline for completion, but hopefully by the fall semester)
4. **Update on CSW and CoCom meeting with Dr. Cruz** (Dilofarid, Lauren, and Sanjam)
	1. Overall, encouraged and cautiously optimistic
		1. Dr. Cruz seems to have an advanced understanding of both diversity vocabulary and the landscape of DEI
			1. Language and passion refreshing to hear from someone in a position of power
		2. Seems to be committed to DEI work, but he will have a lot on his plate as a new president, so hopefully this will remain a priority for him, and his vision will align with that of CSW
		3. Dr. Cruz said many times, that this was just the first of many conversations
			1. Lauren said that the goal would be to meet with him in smaller groups in the future, ideally as individual commissions
	2. When, Dr. Cruz was asked what it meant that NAU has approximately 62-63% female-identifying students, he:
		1. Identified that he was familiar with this topic, since at CUNY, the student population was approximately 75% female-identifying
		2. Inquired why we thought NAU had more female-identifying individuals?
			1. Sanjam speculated this is perhaps because NAU is less of a party school, is in more of a safer community, and originally was a teacher-training university
		3. Brought up the importance of childcare
			1. Dr. Cruz is the 1st president to highlight this issue, especially without any prompting, which impressed members of CoCom
	3. CoCom plans to pull together a portfolio to send Dr. Cruz in June, with information about the issues and concerns of all the commissions (including a letter from CoCom and a letter from each commission)
		1. Sanjam and Dilofarid will write the letter to Dr. Cruz from CSW over the summer
			1. They will add a request for childcare support at NAU in this letter, especially since Dr. Cruz has shown he is receptive to it
5. **Update on Martha Portree Scholarship fund raising during NAU Giving Day** (Lauren Copeland-Glenn)
	1. The fundraising was successful: during Giving Day, $2,945 was raised
		1. Suggestion to send Thank you notes from CSW to those who contributed
	2. Lauren talked with the Foundation, who said they are ready to award at least one scholarship right now, but had a question for CSW
		1. Question: Do you want to award all the funds to a student/students this year? Or do you want to support one student this year and save some for next year?
		2. Discussion:
			1. Clarifications:
				1. The CSW scholarship is not endowed, so whatever money is brought in is what can be spent
				2. The funds can be awarded to both undergraduate and graduate students
				3. We do not know how many applicants there are
			2. Lauren clarified that the last few years, CSW has done $1,200 scholarships
			3. Should we spend it all?
				1. Commissioner asked if we want to try to get the fund endowed.

Lauren clarified that we would need $25,000 to get the fund endowed

Furthermore, we would have to ask each donor if could put their money in the endowment

* + - * 1. Opinion provided that if not going to endow, should spend it all, since going to raise more (and no interest is being accrued)

Lots of support shown by CSW members

* + - 1. After deciding to spend full funds, discussed how to split the scholarships money
				1. Decided to have several recipients with an equal amount awarded to each
			2. Calvin Legassie made a motion for CSW to use the fund to give out two scholarships for $1,400 each. Sanjam Ahluwalia seconded. A vote was made, with unanimous affirmative votes, and the motion passed
	1. Lauren mentioned that CSW can also do a longer campaign for this scholarship (using Crowd Funding), that will be open for a certain amount of time and supported by the Foundation
		1. Suggestion to use stories from past scholarship recipients and/or stories from CSW members about how similar scholarships helped or would have helped them as rationale for donors
	2. Sanjam also suggested doing year-round campaigning
		1. Suggestion to emphasize the [payroll deduction option for NAU employees](https://in.nau.edu/csw/give-now/)
		2. Also, to mention the scholarship at each CSW meeting (and include as part of each agenda)
		3. Lauren is going to talk to larger donors to try to get the CSW award endowed eventually
		4. This scholarship is also being highlighted in the foundations annual report so hopefully this will get it more visibility
1. **Award announcements: CSW awards and CSW/WGS essay competition awards** (Dilofarid Miskinzod)
	1. **CSW Outstanding Achievement and Contribution Awards**
		1. Faculty: Meredith Heller
		2. Staff: Jessy Zukosky
		3. Group/Organization Award: Ross Altenbaugh, Director of Flagstaff Shelter Services
		4. Student: Shane Canitz
	2. **Fourth Annual Women's and Gender Studies Essay, Poetry, and Art Contest Awards**
		1. 1st place: Catalina S. (4th grade) “We are equal” poem
		2. 2nd place: Lilly Tesla (11th grade, Flagstaff Arts and Leadership Academy) “Real Girl” essay
		3. 3rd place: Edie Hines (6th grade, Northland Preparatory Academy) “Women’s Rights are Human’s Rights” essay
		4. 4th place: Astrid Bell (11th grade, Northland Preparatory Academy) “Where am I? A discussion of equal representation in the media” essay
	3. Plan is to add the four student awardees to the WGS newsletter, but likely need to get their permission to share their work
2. **Potential Programming for Next Year**: (Lauren clarified that CSW will likely receive a budget of at least $4,000 again)
	1. Lumberjack rethink (ongoing)
	2. Women Serving Institution
		1. Clear articulation and necessary institutional recognition and support
	3. March International Women’s Day
		1. Potentially partnering with CoCom on organizing campus-wide forums/symposium on what it means to be a Hispanic Serving Institution (HSI) and women-serving institution
		2. Focus beyond applying for grants for HSI
	4. Essay competition in partnership with WGS
	5. Additional suggestions for programming?
		1. Amy suggested that if CSW members had any book suggestions, Faculty Development could work with Cline Library to make them available via e-text to do a book group
			1. This could potentially attract more faculty to CSW
			2. Sanjam suggested also including articles or doing a symposium
3. **Co-Chair for Next year**
	1. Sanjam is finishing her two years as CSW co-chair
		1. Lauren suggested sending an email through the listserv asking for self-nominations and other-nominations
		2. Suggestion to highlight the benefit of receiving facetime with new president
4. **Adjournment:**
	1. Sanjam thanked CSW and adjourned the meeting at 12:28 p.m.