January CSW Minutes

Tuesday, January 26, 2021 11:30-12:30

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

Meeting ID: 894 4404 3085

Password: 391659

1. **Call to Order** 
   1. Sanjam called CSW to order at 11:31 a.m.
2. **Roll Call:** Sanjam Ahluwalia, Grace Okoli, Madrone Schutten, Heather Coate, Pamela Powell, McKenzie McLoughlin, Jesse Zukosky, Juana Martinez, Nena Bloom, Shane Canitz, Lauren Copeland-Glenn, Jennifer Blaney, Brianne Kanu, Calvin Legassie, Shar Jenniges, Amy Rushall, Kaysha Riggs, Samantha Clifford
3. **Introduction of New Co-chair**
   1. Sanjam introduced Dilofarid Miskinzod as the new co-chair for CSW
4. **Updates and Announcements**
   1. **All-Gender Restrooms Update (Calvin Legassie)** 
      1. Calvin described CDAD’s and the LGBTQIA’s joint project of creating signage for the 45 all-gender restrooms on campus
         1. Purpose: to inform public that these restrooms are intended for people with disabilities, families, and individuals who are not comfortable using gendered bathrooms
         2. Calvin provided the estimated quote for the cost of the signs: (around $4,200)
            1. Elaborated that in upcoming months CDAD and the LGBTQIA Commission will vote on how much of this year’s budget to dedicate to this project
            2. Asked if CSW would be willing to contribute funds if they do not use all of their allocated budget this semester
            3. Lauren announced that the ADA Holding Account will contribute as well, to cover putting Braille on the signs
      2. Sanjam suggested that CSW, CDAD, and the LGBTQIA Commission could host a forum about inclusivity, all-gender bathrooms, and how this will impact NAU in the future
   2. **Title IX (Shar Jenniges)** 
      1. Reported that she believes the Biden administration will want to reverse some of the Title IX changes put into place by the previous administration. This is a bit more challenging because they went through a more official process than the original Dear Colleague letter from the Obama administration
      2. Clarified that some good changes were made, ensuring rights of all students and that she hopes these changes will stick
      3. Doesn’t anticipate many changes at NAU because the law did not change or undo many of NAU’s obligations
         1. Hopes to get rid of the hearing requirement, because it seems to prevent many victims of sexual assault from coming forward
      4. Lauren said new Title IX Coordinator (position is now part of the General Counsel’s Office), Elyce Morris, would like to talk to CSW and suggested inviting her to the next CSW meeting
         1. Lauren said she would also provide to CSW information about the Title IX Hearing Panel which is currently seeking panel members to hear cases
            1. These positions are a 2-year commitment
   3. **CoCom Updates** 
      1. Presidential search (Sanjam)
         1. Reported that there is no definite timeline on announcement, but that it will likely occur over the summer
         2. Reminded CSW that a letter was sent by the commissions’ co-chairs to the Search Committee about the importance of considering applicants’ experience with and commitment to equity, diversity, and inclusion
      2. Diversity Fellows (Lauren)
         1. Lauren remarked that there were 34 nominations for the Diversity Fellows and that the pool of applicants was wonderfully qualified
            1. CoCom members narrowed down these nominations to their top 16 nominees and sent their recommendations to the president

The president will make the ultimate decisions (about how many Diversity Fellows will begin this year and who they will be)

5-7 Diversity Fellows positions will be filled this year (10 total positions), to ensure a staggered tenure

* + - * 1. No set timeline, but believes the decision might be made by the end of next week
    1. Bylaws (Sanjam)
       1. CoCom is currently working on establishing their bylaws and how future chairs of CoCom will be selected
    2. Sanjam asked for suggestions for a new name for CoCom to be sent to Lauren Copeland-Glenn or Jamie Axelrod
  1. **Nominations for CSW Diversity Award (Lauren)** 
     1. Lauren reminded CSW that these nominations are open now and will close soon (need to send nominees to University Events by first week of March)
     2. Award Celebration will be virtual again this semester

1. **Survey Question on Gender/Race Politics on Campus—(finalize these)**
   1. This survey was drafted last semester as a follow-up to the Gender Wage Gap study done at NAU, since nothing was done with this information
      1. Suggestion to still show the information gathered from the Gender Wage Gap study to the new President as well, and perhaps ask them to address it at an administrative level
   2. Discussion on when and how to send out the survey
      1. Lauren commented that if CSW wants to send it out to more individuals than the CSW list serv, they will need to get permission from the data governance group
         1. 123 people are currently on CSW listserv
      2. Suggestion of sending survey to:
         1. All the commissions’ listservs
         2. WGS Affiliate List
      3. Discussion of making clear where data will be housed and how protected information will be kept confidential
      4. Discussion of how data will be used on campus (will it just be used to inform what CSW focuses on or will it be sent to others)
         1. Several individuals shared a concern about the unclarified purpose of this survey
            1. Said that should ask qualitative follow up questions to understand gender inequality experienced on campus so can get real data and utilize it to help address the problem
         2. Discussion of adding questions about why people are not participating in CSW
         3. Idea proposed that having a focus group on this topic might be better than sending out the current survey (or a precursor to sending it out)
      5. General consensus on decision not to send out survey right now until questions are reworked, in order to:
         1. Clarify the purpose of the survey and how it will be used
         2. Add more open-ended questions (and to use both qualitative and quantitative research methods) so can have quality data to inform proposed changes and policies at NAU and know where to direct CSW’s campaigning and efforts
      6. Calvin brought up that CSW should still consider and discuss how to direct the efforts of CSW in the meantime, since the survey then may not be utilized soon
         1. Lauren suggested sending an email to the CSW listserv, asking what CSW members want to accomplish and focus on this semester
      7. Lauren also suggested having master’s students or an upper-level undergraduate class work on the survey, to help collect and evaluate data as part of their education (Ex: as a Master’s thesis)
2. **Announcement of Upcoming Events (Sanjam):**
   1. Student competition in March partnership with WGS
   2. John Hopkins Conference Critical Conversations on Reproductive Health/Care: Past, Present, and the Future. February 3-7: Free and Open conference
3. **Lumberjack Rethink—Ongoing (Sanjam):** 
   1. Current subcommittee is chaired by Frances Riemer
   2. Forum held by Philosophy in the Public Interest
4. Plan to ask for the film *The Black Feminist* to be digitized so it can be used in NAU courses
5. **Adjournment** 
   1. Sanjam thanked CSW members and adjourned the meeting at 12:35 p.m.