**February CSW Minutes**

Wednesday, February 23rd, 2022, 10:00 – 11:00 a.m.

Zoom link: [https://nau.zoom.us/j/85667351830](https://nau.zoom.us/j/85667351830?pwd=VkdXMVM1cFp5Q3JwVWtDc3dhRDJYZz09)

Meeting ID: 856 6735 1830

Password: 329242

*Northern Arizona University sits at the base of the San Francisco Peaks, on homelands sacred to Native Americans throughout the region. We honor their past, present, and future generations, who have lived here for millennia and will forever call this place home.*

1. **Roll call**
   1. Samantha Clifford, Dilofarid Miskinzod, Shane Canitz, Jennifer Blaney, Jessy Zukosky, Amy Rushall, Brooke de Heer, Maria Kostromitina, Wendy Wetzel, Lauren Copeland-Glenn, Nena Bloom, Alyssa Deaver, Shar Jenniges, Mckenzie McLoughlin, Sneha Vissa, Cecily Combs, Molly Jisa, Heather Rist, Sanjam Ahluwalia, Sheila Anders, Laura Levandowski, Heidi Feigenbaum, Frances Riemer, Calvin Legassie, Juana Martinez
2. **Approval of Minutes** 
   1. Tabled to next meeting
3. **Updates of Sub-committees**
   1. **Menstrual Health and Solutions** – Wendy Wetzel and Sanjam Ahluwalia,
      1. Public health capstone given permission to use Cline library for next survey/intervention
      2. Sprouts may be a part of the public health capstone this semester, donating eco-friendly products to the student’s project
         1. Wendy Wetzel can receive on behalf of Days for Girls, a 501(c)3 and then donate to the students
         2. Can we use NAU non-profit numbers?
            1. Lauren advised that The Foundation is the non-profit portion of NAU, so they would need to be consulted
      3. Period club is making red elastic bracelets and doing tabling during women’s history month to help raise funds for the 200 dispensers that are still needed
      4. ASNAU received roll over funds and is requesting $30,000 for the last 200 or so dispensers
         1. Thus, CSW likely will not have to contribute any funds
         2. Possibility for yearly budget line dedicated to supplies of menstrual products through the regular budgeting process
            1. President Cruz-Rivera supports this, according to ASNAU
   2. **Fundraising** – Lauren Copeland-Glenn and Nena Bloom
      1. March is Women’s History Month
         1. Have a scholarship campaign during this month to promote and raise funds for the Martha Portree Scholarship
            1. Scholarship intended for single mothers who work full-time and want to give back to the community in their work
         2. Working with the Foundation, had a [crowdfund website](https://crowdfund.foundationnau.org/csw) built, with donation links that will go live on March 1st
            1. Tells story of one recipient
         3. Please share the scholarship with your network (at least 1-2 people), including your department listservs etc.
            1. Lauren and Nena will prepare stories in email form, and provide an email template for if you want to share your own story
            2. On the crowdfund website, there is also a very easy way to post about the scholarship on your social media page(s)
         4. All Women’s History Month activities CSW is supporting (5) will also announce the fundraising opportunity
      2. Also plan to participate in Giving Day again this year
         1. Combined fundraising goal (between Giving Day and Women’s History Month) is $10,000
      3. Plan to also reach out to community members and groups (alumni, other supporters in community)
         1. If have contacts/groups, please [email Nena Bloom](mailto:Nena.Bloom@nau.edu)
         2. Suggestion to speak with Harriet Young at AAUW
   3. **Programming** - Mary Ruetten and Heather Rist
      1. Meeting times: First and third Tuesdays at 12:45
      2. Hosting two events for International Women’s Day and Women’s History Month
         1. March 8th presentation by our speaker Rebecca Mwase “Declaration of Desire: A Home-Making”
            1. Share with community members, open
         2. Online seminar and panel with reproductive rights
            1. March 22, 5:30-7:00 virtual webinar and panel event. “Breaking down stigmas: imagining global reproductive empowerment- Flyer forthcoming.

About 8 short YouTube clips about international reproductive health issues

* + - * 1. Panelists being finalized

Flyer will be shared by next week

* 1. **Childcare** - Pamela Powell and Frances Riemer
     1. Childcare survey and pre-k needs went out – will communicate results next meeting
     2. Lactation rooms around campus progressing
        1. HR now sharing info about lactation rooms in FMLA information to those going on or coming back from maternity leave
        2. Website almost ready to go (needs to be reviewed by a few people)
        3. CSW, CNA, and EAO collaborating to make policies beyond minimal federal requirements
     3. Lock and labor funding approved for lactation room SBS West – estimate also done
        1. Lauren will have them order the lock after this meeting and it will be installed as soon as it arrives.
        2. Flyers have been made to announce the new lactation room
        3. Wanting to have an inauguration event to open it in March or April
           1. Suggestion to not over-saturate March (need visibility beyond women’s history month)
  2. **Equity in Recruiting/Retaining/Developing Faculty and Staff/Student-** Jennifer Blaney
     1. Draft of memo for the Office of the President and Provost’s Office – discussion about content/feedback
        1. Positive feedback
           1. Liked how started each section with positives – acknowledging efforts already done
           2. Graphic: the data tells a story admin will listen to
        2. Suggestions
           1. Mention there is no longer family housing on campus (especially with housing crunch on campus)
           2. Suggest that can work with other commissions to help create the DEIJ audit of units in leadership positions
           3. Add that HR does not share data on staff inequities in compensation, so there is no way to determine if there is a gender pay gap for staff without this information (request the information again
     2. Will email updated memo to listserv and ask for high level comments/suggestions
        1. Then memo will be voted on using Qualtrics

1. **Financial Report:** $4,000 total for this AY
   1. Expenditures:
      1. $150 Speaker Fall 2021
      2. $1500 Speaker Women’s History Month 2022
      3. $1041.96 Lock for SBS West Lactation room Spring 2022
   2. **Remaining funds 1308.04 to spend by May**
   3. Ideas of how to spend?
      1. Another lock for a lactation room
      2. Donation to Louie's Cupboard? Or Santa's Sleigh? Donate to scholarship fund? Gift cards to have on hand to give out to outstanding women on campus for recognition? Otherwise let's buy locks and period products.
         1. Lauren: can’t do donations to Louie’s Cupboard or Santa’s sleigh, but could put on an event that helps get donations
         2. Also can’t donate to scholarship fund
         3. May be able to do gift cards to outstanding women but would need to create a structured process (Lauren will investigate this))
2. Diversity Awards Celebration date change to align with Presidential Installation in late August/early September
   1. Voting at our next meeting: [Diversity Awards nominations](https://in.nau.edu/csw/awardnominations/)
   2. Nominations due March 18th
   3. Everyone will be awarded this semester, but award presentations will be highlighted at the Presidential Installation and will be seen by many more high-ranking individuals who will be visiting from all over
3. **Upcoming Events**
   1. Arizona Women in Higher Education is excited to announce the 2022 annual conference entitled Bridging Divides: Building Constructive Collaborations is scheduled for April 6-8, 2022
   2. Fifth Annual Women’s and Gender Studies Program and the Commission on the Status of Women Essay, Poetry, and Art Contest announcement.
      1. Please share it with your friends and colleagues who may know of students who would be eligible to apply. We are hoping to have more students submit work this year and please encourage them to apply.
      2. If you have any questions, please feel free to call or e-mail. Due March 28th.
      3. This year there will be no monetary award (took six months to get out last year), but will be an inspirational award instead, such as a book by an outstanding woman author
      4. Any volunteers to review?
   3. Thursday, March 24th at 5pm Professor Micki McElya of the University of Connecticut will give a talk entitled “No More Miss America: The Pageant Turns 100,” which explores the interconnected histories of the Miss America Pageant, the Miss Black America Pageant, feminism, the Civil Rights Movement, Evangelicalism, and the New Right in post-WWII America. eepurl.com/hUO8Yn
   4. CSW and WGS sponsored events for Women's History Month: March 8th presentation by our speaker Rebecca Mwase “Declaration of Desire: A Home-Making”.
4. **Other Items**
   1. Dayle Hardy-Short donated a chair and blankets for the lactation room in SBS West. Thank you so much Dayle!
5. **Adjournment** 
   1. Samantha Clifford adjourned the meeting at 11:01 a.m.