**February CSW Minutes**

February 26, 2024 11-12:30 a.m.

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.

11:00- 11:15 Welcome (Samantha and Heather)

Heather Rist, Samantha Clifford, Anorna Tillman, Jessy Zukosky, Juana Martinez, Dilofarid Miskinzod Molly Jisa, Allana Zuckerman, Tanner Maher, Justin Mallet, Sanjam Ahluwalia, Rachel Billowitz, Avi Callan, Sunn Mixon, Rosalicia Cordova, Carli Anderson, Jill Christensen.

* Suggestion to add in item on CSW agendas to ask for any co-comm issues to be brought forward to the next meeting.
* Bylaws updated. We will send out prior to next meeting.

11:15-11:20 Voting item to approve January meeting minutes, Samantha motion to approve, Molly second, **approved.**

11:20- 11:50 Updates of sub-committees, report out by chairs, other items

* **Tri University CSW**Samantha Clifford (Chair), Heather Rist, Sanjam Ahluwalia, Molly Jisa, Alyssa Deaver, Sydney Mixon. Setting up a tri-university CSW collective. Hat Rach tentative May 3rd

Meeting topic suggestions: Protections as a group, salary, burn out, work life balance, reproductive rights. Menstrual equity project. Title: “CSW success: improving equity in higher education”. Meeting 2/28, we might go down to Phoenix instead.

Plan for the retreat. Alternatives for spending the money earmarked for this.

* + Presentation from each university on an Overview of operations
	+ Presentation on focus and accomplishments for 2023/2024
	+ Presentation on goals for 2024/2025
	+ Break out groups- topic based
	+ Draft a plan for a concerted effort for issues (hopefully reproductive rights) in Academic Year 24/25 (white paper/memorandum to each of our President’s and ABOR concerning top issues and goals. We can also ask for any resources)
	+ Goal is to get 10 commissioners from each university
	+ We may need to move to a zoom event due to UofA constraints. Molly is in North Valley and can help if we move to that location.
* **Fundraising** – Nena Bloom (Chair), Lauren Copeland-Glenn, Carrie Bieging, Samantha Clifford. Challenge updates.  April 3rd – Giving Day, fundraiser for Martha Portree Scholarship Fund. Conversation about revising fun run with ROTC- no volunteers, Samantha will reach out.
	+ We will be participating in Giving Day on April 3rd to raise money for the CSW’s Martha Portree Scholarship (which supports single, working mothers who are full time students).  Our goal is to raise $4000 to fund 4 scholarships ($1000/each scholarship). We have secured a $500 Donor Challenge to help gain momentum for our fundraising efforts, but we are competing with over 1900 other funds for donations.  This amount will unlock when we have a certain number of donors. WE NEED YOUR HELP! We are asking all Commissioners to promote Giving Day on their own Social Media accounts, to friends, family, and coworkers. The research shows that most donations will be coming from our personal/professional networks, not email blasts, so we need your help. If each Commissioner could reach out to at least 5 contacts that would be great. We will share a QR code and link to our giving page soon.
	+ We would love to have 100% participation from our commissioners in making a donation on Giving Day.  No amount is too small! Even $5 will make a difference.  Payroll deduction is also an option! There are a series of suggested donation levels that are dollar figures relevant to women’s history.  We challenge all the commissioners to donate at least $8.10 in “honor” of the gender pay gap that still exists today, with women earning, on average, 81 cents to every dollar that a man earns.  We would love for you to challenge your male acquaintances to do the same!
	+ If you are interested in helping promote our fundraising efforts, especially if you are active on social media, PLEASE let us know.  We are also looking for Ambassadors to help promote the event.  If you sign up as an ambassador, you will get a tool kit of free NAU gear, talking points, and the potential to earn prizes.
	+ To summarize, the Call To Action for Commissioners is:
		- Promote Women’s History Month, activities, and the scholarship during the month of March. The scholarship donation page will be open from March 1-April 3, but we’d like the biggest push to be on Giving Day, 4/3.
		- Promote Giving Day on your own social media, by email, direct appeals, etc. Send to at least 5 friends! Links and QR codes coming soon.
		- Please make a donation during Women’s History Month or on Giving Day, 4/3! No amount is too small.
* **Programming** – Heather Rist (Chair), Samantha Clifford, Laura Levandowski, Melissa Griffin, Sidney Mixon, Sneha Vissa, Sanjam Ahluwalia- Upcoming Herstory events:
	+ In celebration of March's HerStory Month, the Commission on Status of Women, Commission on Ethnic Diversity and the NAU Department of History are pleased to present invited speaker Joan Flores-Villalobos whose work focuses on histories of gender, race, and diaspora in Latin America and the Caribbean. Dr. Flores-Villalobos will speak about her book, The Silver Women: How Black Women's Labor made the Panama Canal. This is a free event open to the public. March 4th at 5:30pm. Liberal Arts Room 120
	+ In celebration of March's HerStory Month, the Commission on Indigenous People and the Commission of Status of Women will host a speaking event with Tazbah Chavez: Indigenous producer writer and director. Tazbah is known for Reservation Dogs (2021), Rutherford Falls (2021) and Your Name Isn't English (2018). She will share her journey into Hollywood, how she remains connected to her Indigenous communities, and what inspires her to write strong, female characters. Thursday, March 21 At the Native American Cultural Center 6:00pm
	+ In celebration of HerStory month, the Commission on Ethnic Diversity and the Commision on the Staus of Women have partnered to bring Ms. St. Clair Detrick-Jules to NAU to discuss her book, *My Beautiful Black Hair + Storytelling as a Form of Social Activism.* 45-minute presentation and 30-minute Q&A with students. Friday, March 22nd @ 6:00-7:15pm, IMQ meeting space.
		- Then on Saturday, March 23rd @ 10-11am **\*Location TBA**
		Ms. St. Clair Detrick-Jules will share with NAU & Flagstaff Community Members My Beautiful Black Hair + Storytelling”
	+ In celebration of HerStory month, the Commission on Status of Women and NAU Department of history will bring invited speaker Kristen R. Ghodsee to NAU who will speak about better sex under socialism based on her critically acclaimed 2018 book, Why Women Have Better Sex Under Socialism: And Other Arguments for Economic Independence. Wednesday, March 27 time 4pm, zoom
		- Ask Jo to create an events page
	+ Cline library books and display- Kevin Ketchner, should we identify particular films to show each month? PPGen is doing this.
	+ Thank you Mariah for helping with the flyer and brochure!
* **Work life balance**- Laura Levandowski (Chair), Megan Myer, Juana Martinez, Katie Hill, Heidi Feigenbaum, Carli Anderson, Jenny Holzapfel, Sydney Mixon, Tanner Maher. Part of HR and equity across campus.  Child-care has been included in this subcommittee. Voucher program pilot ends 2024, 150 on waitlist from NAU. Financial assistance for faculty/staff is something we can work on/advocate for. EAW survey is going out concerning work life balance needs and housing. Megan is working on including some questions. ELF fund- given $50,000 to faculty and staff in need (used to be called Santa’s sled). Looks like the max amount that can be provided through ELF is $250. Employee’s can only be awarded this once every 4 years.
	+ Invite Kellie Figueroato speak about family student housing.
* **Reproductive health**: Sanjam Ahluwalia (Chair), Rachel Billowitz, Meredith Brown, Laura Levandowski, Sneha Vissa, Frances Riemer, Heather Rist, Samantha Clifford, Mariah Castillo, Wendy Wetzel, Avi Callan, Sydney Mixon, Jessey Zukowski, Dilofarid Miskinzod, Brook DeHeer, Ozzy Laprade. PPGen is trying to set up internships for students, could we do this through the commissions? They are doing work around community care. Perhaps invite PPGen to the next subcommittee meeting.
* **Equitable Work Practices-** this was on hold, who wants to chair/reinvigorate? Heidi Feigenbaum, Jenny Holzapel, Avi Callam, Allysa Deaver.

11:50-12:20

* Please vote for Nominations for Diversity Awards – faculty, staff, student, organization look for the Qualtrics coming soon.
* Thank you to Samantha and Frances who will attend- Heather is not able to attend.
* Upcoming events: do we want to support- ***who can assist?***
	+ April –  Sexual Assault Awareness month (Health Promotion, Reproductive Health)
* WGS Essay/poetry contest (Samantha Clifford, Molly Jisa, Heather Rist) $300 budget for award winners, can we use it for books/stickers.
* April 4th Secondary trauma training 11-12:30pm (more info to come, EAW website)
* EAW purchased QPR for free (questions, persuade, refer) suicide prevention program.

May-

* TRI University CSW event (ASU, UofA, NAU- we host Hat Ranch May 3rd, rotating every year between the universities).  Who can attend- subcommittee chairs?
* Mental Health Awareness Month **Who can assist?**
* Missing and murdered Indigenous Women 5/5? **Who can assist?**

12:20-12:30 Other items

* Trauma informed care institutions wide (Heather)
* Invite Elyce Morris from Title XI and discuss a research project to provide recommendations on policy to the president concerning support and communication regarding sexual/relationship violence.
* Please bring any issues to bring to co-comm to our next meetings (second Friday of every month)