CSW Meeting

August 25, 2020 11:30-12:30

Minutes

Meeting started around 11:32 pm.

1. Introductions/check ins
   1. Sanjam Ahluwalia, Frances Riemer, Janine Schipper, Lauren Copeland-Glenn, Calvin Legassie, Jessy Zukosky, Jill Christensen, Shane Canitz, Alyssa Deaver, Grace Okoli, Samantha Clifford, Heather Coate
2. Other
   1. Talked about how we need to revisit bylaws in future
      1. Especially to find out if and how students can join the commission
   2. Discussed actions by CSW last year
      1. Created stronger ties with women and genders studies
      2. Worked on wage-equity report
   3. Lauren mentioned Diversity Strategic Plan is now approved, on CUAI site, and will be rolled out this semester
      1. University marketing will make webpage and other advertisements
         1. University marketing is sending draft designs to NAU president’s office this week
      2. Committee members discussed putting the Diversity Strategic plan on each Commission website to help with visibility
         1. Plan to talk about on COCOM meeting on Friday
      3. Diversity Fellows starting this year too
         1. Part of their role is to help in the rollout of the Diversity Strategic Plan
3. Visions for the year
   1. Sanjam mentioned the significance of this year
      1. election year (1st woman of color running for VP)
      2. 100th year of women’s suffrage (right to vote)
      3. Rollout of Diversity Strategic Plan and Diversity Fellow
   2. Discussed possibility of using national platform
   3. Sanjam said CSW needs to “be heard and be more visible”
      1. More visibility to commission and have more conversations around gender
      2. Frances said as the only mandated commission, we need to be a voice to president’s office and need to utilize all channels and strategies available to us to be more potent this year.
   4. Grace proposed part of vision should be figuring out how many NTT staff were let go? How many were women and how many were minorities? And how to fill vacant positions.
      1. Plan is to bring this up during COCOM meeting to see if other commissions interested in helping determine this information
         1. Commissions could potentially back up Faculty Senate, who has been denied this information several times
   5. Discussed last year’s Pay Equity Report and workplace conditions for gender
      1. Jill brought up concerns with the report:
         1. Staff not represented in report
         2. Staff can only be on a diversity commission with permission of boss
         3. Majority of staff positions are female and lowest paying at university
      2. To correct these concerns, commission discussed getting more representation from staff on commissions and doing survey about what women employees want and need from CSW and the university
         1. Lauren mentioned would have to go through the survey committee who reviews surveys, overseen by Laura Jones in IRA to send out to all of campus or if 1,000+ participants
         2. Sanjam asked if we should also survey students
            1. Jill clarified that she was thinking more about the employees, and then if the survey is successful, to share it with student groups. Student stuff should be student-run to be much more empowering.
         3. Sanjam: is commission open to students?
            1. Lauren: Yes, you changed the bylaws, but the student groups seem to be more appealing to students.
            2. Commission said we should maybe work more with those student groups this semester
         4. Decided to add this survey to next month’s agenda
            1. Plan is for all commission members to send 1-2 potential questions/broad topics to Jill, have Jill compile a list of questions, and discuss them at the next commission meeting
         5. Frances said survey needs to be shorter, so people take it
            1. Sanjam proposed 3-4 questions, which was loosely agreed upon
            2. Some proposed topics:

How to make campus environment more welcoming?

What do they want/need from us?

1 write-in portion

Rate priority of issues that we already know exist on campus (Heather)

* + - 1. Calvin spoke about the need for specific, not general questions to get better answers
         1. Suggested test-run could be 122 recipients of listserv

Could help define what we ask campus-wide later

Would be faster than waiting for campus IRA approval

* + 1. Frances pointed out the need to involve campus in new Title IX changes
       1. Lauren said new Title IX coordinator (now in general counsel’s office) interested in CSW meetings (Elyce Morris)
       2. Need to disseminate information about changes to Title IX across campus, especially since changes are now law
    2. Discussion of co-sponsoring series of conversations with other commissions and departments (geared toward students)
       1. Proposed topics:
          1. Civility and campus as a democratic place (with philosophy department)

Could be less threatening as a part of diversity and inclusion – what would a diverse and inclusive campus look like? (giving visibility to Diversity Initiative)

* + - * 1. Title IX (with women’s sports and Women’s and Gender Studies)

Elyce could give a presentation and then open it to student discussions

* + - * 1. Suffrage (with department of history, etc.)
      1. Lauren suggested creating a Diversity and Inclusion Conversations series (events on different types of topics proposed by diversity commissions with intersecting threads throughout all)
         1. Discussed using experts on campus (faculty) as speakers

Often more knowledgeable and cheaper than bringing people in

* + - * 1. Utilize resources from all commissions to support campus (lacking right now) and start difficult conversations on campus
    1. The plan is to make a tentative calendar/schedule for these events at COCOM meeting this Friday
  1. Picture a Scientist film
     1. Devon Burr previously asked if CWS would be interested in showing of film <https://www.pictureascientist.com/>
     2. Plan is for cochairs to ask her for more information and invite her to next CSW meeting to speak about it
  2. Price of Nice?
     1. Panel and funding approved last year
     2. Plan is to make a calendar event and schedule as a COCOM event or part of Diversity and Inclusion Conversation events

1. I am a feminist School awards
   1. Part of spring programming and will ideally coincide with National Women’s Day
   2. Women’s and Gender Studies hosts this contest to engage middle and high school students about women’s rights
      1. They have seen an increase in submissions every year
2. Other
   1. Plan is to talk about budgets for CSW at COCOM meeting on Friday
      1. Calvin asked when we will know how much of a budget CSW has this year. He said this will help us know how many and what events we can do.
         1. Lauren assured CSW that there will be sufficient funding, especially since online events save money
3. Co-chairs thanked everyone for coming and goodbyes were exchanged

Meeting adjourned at 12:38 pm