**September CSW Minutes**

Tuesday, September 28th, 2021, 12:45-1:45 p.m.

Zoom link: <https://nau.zoom.us/j/87998486348>

Meeting ID: 879 9848 6348

Password: 279694

1. **Welcome and report on Diversity Awards September 14th!** 
   1. Sanjam Ahluwalia officially began the meeting at 12:49 p.m.
   2. **Introductions:** 
      1. Sanjam Ahluwalia, Amy Rushall, Molly Bechtel, Jesse Zukosky, Shane Canitz, Dilofarid Miskinzod, Moira Bellamy, Samantha Clifford, Brooke de Heer, Molly Bechtel, Heidi Feigenbaum, Lynn Jones, Nena Bloom, Mary Ruetten, Masha Kostromitina, McKenzie McLoughlin, Wendy Wetzel, Lauren Copeland-Glenn, Juana Martinez, Katie Carey, Calvin Legassie, Chelsea Green,
   3. **Diversity Awards Celebration Recap:**
      1. Described as a wonderful, impactful, and well-organized celebration with an inspirational and warm atmosphere
      2. Blown glass bowl from local artist as award is beautiful
      3. President Cruz Rivera attended and stayed for the whole celebration
      4. Only issue was that it got dark at the end, and in the future need better lighting and/or to start the celebration earlier
   4. **Approval of Minutes:** 
      1. Calvin Legassie moved to approve the August minutes. Chelsea seconded the motion. Majority voted affirmative and the motion passed. August CSW minutes approved.
2. **Co-Chair Nomination and Vote:** 
   1. Sanjam Ahluwalia’s term as CSW co-chair is up
      1. Samantha Clifford has been nominated as her replacement
   2. Lauren Copeland-Glenn made a motion to approve Samantha Clifford as a new CSW co-chair for 2 year term. Sanjam Ahluwalia seconded the motion.
      1. Sanjam Ahluwalia called for a vote. Majority voted affirmative (14 out of 17 present). Vote carried and motion approved.
      2. Samantha Clifford is the new CSW co-chair with Dilofarid Miskinzod
3. **Lactation Center Update—Lauren and Sanjam** 
   1. WGS in SBS West, identified a room
      1. Lauren will check the space
      2. The cost associated is mostly for the lock on the door and if possible, a rocking chair, fan (no windows) and heaters
      3. Money from CSW – would be $800 for fan, heater, rocking chair, and lock and another $300 for setting up
      4. Dean’s office may contribute some money as well
   2. Right now have twelve dedicated rooms across campus – not in every building, so need to reserve these rooms for specific employees outlined in the Affordable Care Act
   3. Discussion about Mamava pods as an alternative to rooms
      1. Can be placed anywhere as a lactation space and can be branded/designed (ex: for WGS)
      2. Pricey, but so is remodeling a whole room
      3. Sanjam: push for implementing these in your units, if you can
   4. Dilemma of how to let others know about lactation centers while still maintaining privacy of lactation centers
      1. Ask HR to include information about lactation spaces in maternity leave documents
      2. Shane and Lauren working on a website about Lactation Rooms/Spaces
   5. If know a good space in a building for a lactation space, let Lauren know
4. **Flexible Workplace Policies: Josh Mackey’s Committee Meeting on Thursday, September 30th @2.00. We need someone from CSW to join the committee.** 
   1. New NAU Workplace
      1. Discussion for remote and flexible workplace going forward (campus-wide remote policies)
         1. Sanjam asked for any volunteers to join the committee
            1. Kate said that Josh specifically wanted Sanjam because she has multiple roles that relate to this conversation
      2. Sanjam will attend and share updates
         1. If others have thoughts on it, please share and she will bring them to the meeting:
            1. Allowing remote work would help with recruitment and retention of staff and faculty
            2. Please advocate for opportunity to teach during time faculty’s kids are in school
            3. Generally advocate for maximum flexibility
            4. Pandemic has proved you do not need to be on campus to be working
5. **Programming possibilities:** 
   1. **Reproductive Rights Year Long discussion in partnership with WGS, HIS and other commissions?**
      1. Workshop? Presentations? Invite guest speaker(s)?
         1. Now have programming committee
      2. Seems timely given current events where reproductive rights are increasingly under attack, both in U.S. and nationwide
      3. **Women’s March Flagstaff Rally to Defend Abortion Access on this Saturday Oct 2 at 2pm City Hall South Lawn**
         1. [More information about the Women’s March Rally](file:///C:\Users\lc94\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\294SH1E7\1.%09https:\act.womensmarch.com\event\oct-2-2021-march\1296%3fsource=website&akid=)
      4. Diversity Symposium Series restart being led by Gerald Wood. Lauren suggested reaching out to him and suggesting incorporating a discussion about reproductive rights
   2. **Partner with LGBTQIA for pronoun conversation?**
      1. Chelsea discussed with LGBTQIA Commission, and is waiting for CSW to propose something
      2. Dilofarid suggested expanding on the pronoun conversation to include teaching about gender and sexuality more inclusively– beyond binary (male/female, men/women, and gay/straight) and in other disciplines on campus (health etc.)
         1. Focus beyond pronouns: using more inclusive language in general
      3. Chelsea and Dilofarid plan to meet to discuss these possibilities and then will talk to their respective groups
      4. Lauren suggested mentioning this at CoCom, to potentially develop a series of conversations, to increase intersectionality
         1. Teaching Day attracts broader audience – could utilize this platform to reach more people
            1. Lauren: also bring these conversations to different departments, more targeted and focused (take on road and visit different parts of campus, so not just attracting same people who are already drawn to these topics)
   3. **Title IX conversation with Title IX office** 
      1. Elyce Morris, Title IX Coordinator for the university, will present next meeting
   4. **Menstrual Poverty on Campus** (Wendy Wetzel)
      1. Lack of access of menstrual products
         1. Not sold at bookstore or in insufficient quantity
         2. No trash receptables in many bathrooms
         3. No dispensers for menstrual products in many bathrooms
            1. Calvin: can we put trash receptacles and menstrual product dispensers into the university technical building standards?
      2. Health Promotion has free menstrual cups, but it is not marketed
      3. Should take this issue to the strategic roadmap committees (Workgroup on Sustainability on Campus) – about environmental concerns due to the waste produced
   5. **Year Long conversations on Decolonizing the Academy: Faculty Development and WGS partnership with speakers from across campus participating** 
      1. Deferred to next meeting
   6. **Adjournment** 
      1. Sanjam thanked CSW for her time as a co-chair and adjourned the meeting at 1:46 p.m.