Northern Arizona University logo

Commission on the Status of Women

CSW Meeting

Havasupai A/B, February 27, 2020

Minutes

Meeting started at 11:32am

1. Call to order
   1. Roll call and introductions: Heidi Feigenbaum, Frances Riemer, Brooke de Heer

Lynn Jones, Paul Jagodzinski, Calvin Legassie, Chelsea Green, Samantha Clifford, Lauren Copeland-Glenn, Julie Piering, Tyler Barnard, Jessy Zukosky, Theresa Prefontaine, Jill Christensen

1. Pay Equity Report
   1. The Pay Equity Report is now listed on the CSW website, under the Reports page. If you know of any other reports that should be on the site, please let Frances know
   2. Gabe could not make it to the meeting, but he has ideas about the report.
      1. Anyone interested in keeping this conversation on the table should meet with Gabe
   3. Calvin: The Pay Equity Report has been pushed in a variety of venues. The general response to the report has been that the data is insufficient and does not take into account specializations or departments. The university should either provide data for a more thorough analyses or look at it from an HR perspective
   4. Chelsea: The report should be something that is supported across commissions
   5. Commissioners discussed sending the reports to the deans
      1. Paul suggested it would be a good reminder to the deans to pay attention to things they might not necessarily be looking at
      2. Jill: The deans may have input and suggestions as to what data should be collected. The deans can be asked to be involved in moving forward and to look at equity within their own units
   6. Commissioners discussed issues with limited data
   7. Commissioners discussed ideas of fairness vs. equity in regards to pay equity
   8. Last meeting the commission discussed expanding the argument using national level data
   9. Commissions discussed issues around hiring
      1. Lauren suggested putting together information for search committees around bias recognition in the hiring process and creating well-rounded job searches. CSW could take on the task of improving search committee information
   10. Julie discussed the role of negotiations in relation to pay inequities, and suggested advocating to do away with the negotiation process at NAU
   11. Frances will send out a document compiling ideas around moving forward with the report
   12. The commission discussed creating a task force to take action
2. All Commission event (1899 Cash Bar in May?)
   1. Commissioners discussed an end of the year event for all of the commissions
3. Diversity Awards 4/30
   1. This year’s Diversity Awards will have round tables and a buffet
      1. Commissioners discussed possible performers
         1. Soul Sugar is a group on campus that has bi-monthly poetry slams
            * Tyler will work on connecting Soul Sugar with Gabe
         2. Student groups such as ASIF might be a good resource
         3. Student Mariachi group or Step group
         4. If anybody has any ideas please send them to Gabe
   2. Online nomination form (open now/closed 3/2)
      1. Julie, Brooke and Theresa offered to look through nominations
      2. The commission has $200 for awards
         1. Commissioners discussed possible awards and the importance of supporting a female artist
         2. The commission budget can be used if the awards do not fit within the $200 budget and the commission votes to use their money this way
         3. The deadline for nominations will be extended to March 2
         4. Lauren needs to know chosen awardees by March 23 at the very latest
4. President Cheng will attend the 4/10 Commission on Commissions meeting: topics to convey?
   1. If there is anything you want brought forward please let Frances know
      1. Commissioners requested to thank Rita Cheng for the support she’s given financially
5. Black Leadership Summit
   1. This year is the third annual Black Leadership Summit. Information was sent out about the event
      1. Lauren: The event will include speakers from the Divine Nine. The BLS is a weekend of leadership activities. This year they are anticipating 450 participants. They’ve opened it up to students across the states. The organizers hit a snag because their STAC funding went from $20,000 to $7,500. Gabe is working with them to create a sustainable model for funding going forward but they need funding now to make this year’s event happen
      2. Denise TrimbleSmith requested $1000 from all of the commissions. CED supported at $3000. CDAD gave $1000. LGBTQIA gave $800. CNA hasn’t discussed the funding request yet
         1. Calvin motioned to support the BLS up to $1000 as needed
         2. Chelsea seconded the motion
      3. Commissioners discussed increasing the funding to make up for the funding that the LGBTQIA Commission could not offer
         1. Calvin motioned to change the funding to $1200 as needed
         2. Brooke seconded the motion
         3. All in favor: motion passed unanimously
   2. The event will be held March 27-29
   3. CSW will be given three tickets and a table for the event
      1. Commissioners discussed the idea of having one table for all of the commissions – Lauren will send a message to the co-chairs to see if they would like to share one table
      2. Frances suggested getting in touch with Pam Powell for tabling
6. WGS essay contest and *Ama* screening
   1. Frances requested funds for the WGS essay competition and the upcoming *Ama* screening
      1. Tyler: The WGS essay contest is in its third year. WGS is asking for essay submissions from high school and middle school students on issues of gender, sexuality, and feminist thought. Outreach is occurring through blast emails. WGS is looking for ways to build more direct connections so that there is more of a buy in from teachers. WGS has offered to do teach-ins and workshops. It has been hard to develop an active relationship with the schools
      2. Submissions are coming in slowly. The deadline might end up being pushed back
      3. Tyler will send out information about the contest. If you know any kids in high school or middle school that might be interested, please share the information
      4. There will be tables at the essay competition. It would be great to have on-campus groups there, such as ASIF. CSW could have the opportunity to table
      5. Frances suggested co-sponsoring the contest and making it an ongoing project with the commission
      6. Tyler: Sanjam requested $500 for the essay contest and celebration (food and participant awards). The $500 would cover all of the awards and part of the food
         1. Frances motioned to approve the funding of the essay contest event dependent on receiving more information about event budgeting
         2. Brooke seconded
         3. All in favor: motion passed unanimously
   2. *Ama* is a film aboutsterilization abuse with indigenous women
      1. WGS requested $300 to pay for performance rights
      2. Event may be another opportunity for CSW to table
7. The Price of Nice event is on April 13, from 4:30 – 7:00pm at the International Pavilion
8. Presidential Diversity Fellows:
   1. There will be ten fellows starting this fall. Each fellow will receive a $1000 stipend. The Commission on Commissions will review nominations and make recommendations to the President for the fellows sometime this semester
9. CSW Co-Chair
   1. Frances: If anyone is interested in being a co-chair, please reach out
   2. Being a co-chair is great opportunity to get university-wide leadership experience

Meeting adjourned at 1:33pm