**April CSW Minutes**

April 27, 2022, 10-11:30 a.m.

Join Zoom Meeting

<https://nau.zoom.us/j/85667351830>

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. **Call to Order:** 
   1. Dilofarid Miskinzod called the meeting to order at 10:03 a.m.
2. **Roll Call:** 
   1. Dilofarid Miskinzod, Samantha Clifford, Shane Canitz, Luis Fernandez, Lauren Copeland-Glenn, Alyssa Deaver, Kinsey Kavanagh, Nitika Sharma, Brooke de Heer, Cecily Combs, Nena Bloom, Wendy Wetzel, Bjorn Flugstad, Molly Jisa, Jennifer Blaney, Heidi Feigenbaum, Sneha Vissa, Shar Jenniges, Sanjam Ahluwalia, Heather Rist, Margot Saltonstall, Jessy Zukosky, Grace Okoli, Mary Ruetten
3. **Dr. Luis Fernandez, HSI Advisor to the University Provost**
   1. Claudia Rodas is the other HSI Advisor, but could not attend today (had another meeting)
   2. Working to define what HSI means from the bottom-up at NAU
      1. Have hosted conversations with faculty and staff (and a little bit with students) about the vision, mission, and objectives of HSI, and begun drafting a values statement with this input
         1. HSI Research and Teaching Consortium (name of faculty discussions)
            1. All faculty are invited (email was sent out)
            2. Three meetings so far this semester – input from conversations has been incorporated
         2. Document still in draft form: will use feedback from the three types of conversations and then finish the draft over the summer semester (also connecting to the DSP and the strategic roadmap) and bring it back in the fall for approval
         3. This document will be essential to guide the university into the future
   3. Marketing has created a rudimentary [HSI webpage](https://nau.edu/impact/hispanic-serving-institution/)
      1. Will continue to be revised, but now have outward-facing page
      2. In the future will feature staff, faculty, and students
      3. Spanish translation in the works
   4. Department of Education Title IV Grant
      1. Is meant to establish groundwork for HSI
      2. Due June 6th: currently applying for
      3. Framing interactions with NAU as a continuum, instead of isolated parts: before entering, when in, and as exiting (how to aid entire process)
         1. Students, faculty, staff, community all connected in this process
         2. Goal is to coordinate this connection moving forward
   5. Starting a living community for Latinx/Latine/Hispanic students (first time this has been attempted)
   6. Planning a HSI Speaker series for next year
      1. 4-5 speakers
      2. Topics may include what terminology to use, what does ‘servingness’ mean, etc. (similar to conversations around Decolonizing the Academy this year)
   7. Cluster hiring of Latino/Latina faculty campus currently occurring on campus
      1. Question asked how they are being supported once hired?
         1. Going to need to create support, possibly around affordable housing
   8. Claudia and Luis were invited by the Helios Foundation to attend a HSI Consortium with several other schools (U of A, ASU, and various community colleges) to collaborate on a state-wide level
      1. Luis also attended a conference about undocumented students
         1. Luis stressed the importance of considering this population because conversations about HSI often leave out undocumented students
   9. Comment that the Hispanic community is not homogenous and that this needs to be considered. For example, how will gender and sexuality be considered?
      1. Luis: intersectionality, diversity, and complexity will be one future topic
         1. A survey to rank the importance of topics will be sent out soon
      2. Will also host a discussion about what terminology to use
   10. CSW asked to be included in HSI’s work, and inquired how to support HSI currently
   11. [Email Luis Fernandez](mailto:Luis.Fernandez@nau.edu) with any questions or feedback
4. **Expand the installation of menstrual items dispensers and providing the products** – (Bjorn Flugstad, Senior Vice President Finance and Business Services, Kinsey Kavanaugh Vice President of Student Affairs, Margot Saltonstall, Vice President of Student Affairs)
   1. Period Group, Days for Girls, Planned Parenthood (PP Gen), WGS, CSW, other student groups, and other community partners are working together on the project
   2. 14 menstrual dispensers were installed with free pads
      1. Union and DUB are stocked by Kinsey every Friday – very highly used
   3. The company Aunt Flo is ordering 140 dispensers (in segments, as they become available)
      1. By this fall, 10 buildings will have dispensers in all the female and gender-neutral restrooms (50 additional dispensers)
         1. Hoping to get Faculty Services on board to start stocking them
      2. Housing and Residence Life is considering installing and stocking one menstrual dispenser in each residence hall
   4. NAU administration has committed to provide $50,000 toward the project
      1. Will look at how often dispensers need to be stocked to see how much more funding is needed
   5. How can CSW help make this sustainable?
      1. Need to get the word out: in a recent survey, 89% of students didn’t know where to get menstrual products on campus
         1. Suggestion to add this topic to student orientation
         2. Need a campaign for fall semester
         3. Faculty can also put information about the free products into syllabi
         4. Can also advertise at Louie’s Cupboard
      2. Student affairs/office of dean of students
         1. The CARE team (does Louie’s Cupboard etc.) has been wanting to expand to cover more of the basic needs of students
            1. This would be helpful because they have resource guides and students can easily use their portal to ask for help
5. **Approval of March Minutes**
   1. Dilofarid Miskinzod made a motion to approve the March CSW minutes. Shar Jenniges seconded.
      1. The majority voted affirmative (no negative votes; Lauren Copeland-Glenn abstained), and the motion passed. March minutes approved.
6. **Updates of sub-committees**

**Menstrual Health and Solutions** – Wendy Wetzel and Sanjam Ahluwalia,

* Samantha contacted Justin DiNardi on 3/23/22: Initially, these units were installed in the university union with an understanding that they would be restocked by ASNAU/Union staffers. Stephanie Bauer has confirmed this.

**Fundraising** – Lauren Copeland-Glenn and Nena Bloom

* Raised $1,726 during Women’s History Month, not sure how much during Giving Day
  + Will get amount so can be announced to CSW
* For next year – will do an ongoing payroll deduction campaign ($10 a month doesn’t seem like much but really adds up)
  + Need to find more sustainable and year-long ways to raise money
  + Would be great to find an organization to partner with as well

**Programming** - Mary Ruetten and Heather Rist

* Mary must step down next year as the programming subcommittee co-chair: need to fill this vacancy
  + Dilofarid asked for any volunteers for the subcommittee co-chair position
* Heather suggested having a partnership between the programming and fundraising committees
  + Also suggested asking for a donation at events to go toward the scholarship

**Child-care** - Pamela Powell and Frances Riemer

* Draft of a breastfeeding/nursing policy almost ready to go – has been revised, sent through policy group, and is ready to send higher up the chain
  + Want to establish campus and administrative support for extending lactation services and support for students who may need to breastfeed during class time
  + Now have 14 dedicated lactation spaces across campus – see The [EAO’s Lactation Rooms Page](https://in.nau.edu/eao/lactation-rooms/) for more details on location and how to access
    - Please also put the above link in your syllabi
    - FMLA information now discusses lactation spaces, but they are still not well known
      * Suggestion to spend part of CSW’s budget next year to make signs for lactation rooms and to engage in an information campaign
        + Perhaps During National Breastfeeding Month in August
      * Partnering with NACA
        + Have a great campaign and posters – currently trying to get NAU brand on them to be able to hang them on campus
      * Suggestion to also utilize social media posts
    - If there is not a lactation space near one’s workspace/classes, the EAO can help identify a safe location
  + Have also been conversing with [Mamava](https://www.mamava.com/all-products/?utm_term=lactation%20pods&utm_source=adwords&utm_medium=ppc&utm_campaign=Search+-+Products&hsa_ad=552518625326&hsa_tgt=kwd-484633396942&hsa_mt=b&hsa_grp=54566264607&hsa_src=g&hsa_kw=lactation%20pods&hsa_acc=5922002693&hsa_net=adwords&hsa_cam=1036294696&hsa_ver=3&gclid=Cj0KCQjw06OTBhC_ARIsAAU1yOU5BJTtu4u7VeQlc6NK_Qd9fErUJoPaFFPGLEypnlQvqlemBQBIYc4aAtcuEALw_wcB)
    - Union and Sky Dome could be areas to potentially install Mamava pods
      * Wouldn’t have running water, but Mamava pods are solutions when don’t have rooms to convert into lactation spaces
  + No lactation spaces currently in Cline Library
* Babies can be brought onto campus to be nursed – unclear whether will be able to remain on campus all day with their mothers
* Suggestions
  + Establish preference for childcare for mothers with babies to facilitate nursing and mother-child bonding
  + Have Faculty Development or one of CSW committees put together something about lactation spaces etc. for each faculty to put in their syllabus/shell

**Equitable Academic Work Practices** - Jennifer Blaney

* Memo sent 3/29/22 by Co-Com to President Rivera-Cruz
* Response: “Thanks, Jamie. I appreciate the memo and the thoughtful work that has gone into it. I will review and share with the provost and others. We look forward to advancing the conversation in the weeks ahead as our work comes into sharper focus with the finalization of our strategic roadmap. Please extend my thanks to all who participated in this effort”.

1. **Announce Fifth Annual Women’s and Gender Studies Program and the Commission on the Status of Women Essay, Poetry, and Art Contest winners**
   1. Winners:
      1. 1st Place – Indira Neilson (12th grade Art submission: “I do it for myself”)
      2. 2nd Place – Maryn Coate (12th grade essay: “Scream”)
      3. 3rd Place – Genevieve Smith (12th grade essay: Unlabeled)
      4. 4th Place – Samantha Molengraft (9th grade essay: “Generation Z’s take on feminism”)
   2. Never had so many submissions since contest started
   3. Need to promote even more next year
2. **Announce Diversity Awards results**
   1. Dilofarid Miskinzod for Faculty Award
   2. Lauren Copeland-Glenn for Staff Award
   3. Sydney Felsen for Student Award
   4. PERIOD at Flagstaff for Group/Organization Award
3. **Third draft of the Roadmap: feedback to bring to Co-Com** 
   1. **CSW Vision:** We envision NAU as a welcoming, diverse, and family-friendly community that serves as a model of gender equity.
   2. **CSW Mission:** The Commission on the Status of Women (CSW) makes recommendations to the President and leadership about women’s issues addressing concerns in university policies, practices, and programs to enact constructive change. The NAU Commission on the Status of Women:
      1. promotes and advocates for gender equity, parity, and inclusivity
      2. fosters a diverse, safe, and welcoming campus environment
      3. helps to create a family-friendly community
   3. Discussion:
      1. No references to women/women-identified individuals in the Strategic Roadmap
         1. Global diversity also missing
      2. Aspects mentioned are good, but do not highlight how will implement or achieve these goals
      3. Laurie Dickson identified as the person to contact with feedback
         1. Suggestion to draft an email from CSW emphasizing that NAU is a women-serving institution and thus not including gender diversity in the Strategic Roadmap is unfortunate
4. **Upcoming Events**
   1. April 6-8, 2022: Arizona Women in Higher Education is excited to announce the 2022 annual conference entitled Bridging Divides: Building Constructive Collaborations
5. **Other Items**

* [Period Poverty article in the NAU Review](https://news.nau.edu/period-poverty/)! Graphical user interface, text, application

  Description automatically generated with medium confidence
* Large childcare grant has been announced for COE/Nursing majors
* Next semester, meetings will occur from 10-11:30 a.m. the second Wednesday of each month

1. **Adjournment:** Dilofarid Miskinzod thanked everyone for their hard work this semester and adjourned the meeting at 11:27 a.m.