**November CSW Minutes**

Tuesday, November 23rd, 2021, 12:45-1:45 p.m.

Zoom link: <https://nau.zoom.us/j/88624875417>

Meeting ID: 886 2487 5417

Password: 371141

1. **Beginning** 
   1. Dilofarid Miskinzod began the meeting at 12:47 p.m.
2. **Introductions:** 
   1. Samantha Clifford, Sanjam Ahluwalia, Jessy Zukosky, Shane Canitz, Heidi Feigenbaum, Samantha Clifford, McKenzie McLoughlin, Wendy Wetzel, Mary Ruetten, Chelsea Green, Dilofarid Miskinzod, Lauren Copeland-Glenn, Lynn Jones, Frances Riemer, April Petillo, Calvin Legassie, Juana Martinez
3. **Approval of Minutes**
   1. A vote was called to approve the October CSW meeting minutes
      1. Majority present (9) voted to approve the October minutes (no dissent) and the minutes were approved.
4. **A Brief Update of Sub-committees**
   1. If any volunteers still want to join a sub-committee, please do
   2. **Menstrual Health and Solutions Subcommittee** – Co-chairs: Wendy Wetzel and Sanjam Ahluwalia
      1. Samantha and Sneha also met
      2. Name of subcommittee changed to reflect more updated terms
      3. Purpose is to improve access to menstrual products on campus and to implement waste containers in bathrooms on campus
      4. Sanjam and Wendy have volunteered as co-chairs
         1. They also plan to invite Sneha Vissa as a third co-chair
   3. **Fundraising Subcommittee** – Co-chairs: Lauren Copeland-Glenn and Nena Bloom
      1. Will meet with NAU Foundation and Advancement next week to discuss fundraising opportunities
      2. Currently plan to host fundraising campaigns during Women’s History Month in March and during NAU’s Giving Day
      3. Also plan to try to endow CSW scholarship
   4. **Programming Subcommittee** – Co-chairs: Mary Ruetten and Heather Rist
      1. Trying for another women’s march in January
      2. Got recording of Dr. Mythel Srevida’s presentation on reproductive and disability rights in Ohio/India
         1. Available on WGS Facebook page (event was co-sponsored by CSW, WGS, and CDAD)
         2. Suggestion to upload to CSW website
            1. Suggestion to check with ITS to determine if can see how many times it is watched
            2. Clarification by commission member that Word Press itself has a mechanism for tracking hits

Need to talk to IT to get connected

* + - * 1. If concerns about uploading the video, email the cochairs
    1. Planning on meeting twice a month, during the first and third Tuesday of each month, at 12:45 p.m.
  1. **Child-care Subcommittee** (Co-chairs: Pamela Powell and Frances Riemer)
     1. New president publicly said that he is interested in moving childcare forward
        1. Subcommittee members hoping to update white paper and disseminate relevant survey that Pam has been working on
     2. Referenced that previous presidents have visited with CSW on a regular basis, want to do so with current
        1. Suggestion for all subcommittees: make document to clarify issues from subcommittees that want to discuss with president
           1. Lauren suggested also trying these intentions into the strategic roadmap an emailing the president soon to get on his schedule for early next semester
        2. Dilofarid will email the co-chairs of each subcommittee asking for a few sentences their priorities to put in letter, so then can get letter drafted and sent out
  2. **Equity in Recruiting/Retaining/Developing Faculty and Staff/Student** Sub-Committee – Co-chairs: Jennifer Blaney and Molly Betchel)
     1. (renamed) **Committee on Equitable Academic Work Practices**
     2. Working on memo – when done (probably in January) will share with NAU leadership
        1. Want to show leadership that this subcommittee (and all of CSW) is helping/supporting the strategic roadmap goal #1 initiative and bringing new ideas
        2. Plan to discuss recruitment strategies and compensation, and how to recruit and retain diverse staff, faculty, and students
     3. Extensively discussed gender pay gap during subcommittee meeting (gender pay gap between different colleges – and pay gap in general- ex: how STEM fields have significantly higher wages than other colleges)
        1. Also want to address sexist, racist, and other hostile environments that impact quality of work, teaching, and learning
     4. This subcommittee has graduate student representation
        1. Dilofarid suggests using this model to broaden perspectives for other subcommittees
  3. Suggestion to compile list of meeting times for the subcommittees for others to consider volunteering
     1. Dilofarid asked all subcommittee co-chairs to send her their subcommittee’s meeting times ASAP to be put on the CSW subcommittees website

1. **Upcoming Events** 
   1. **March 8th –** International Women’s Day
   2. **Decolonizing the academy sessions**
      1. Will continue in the spring (Likely one session each month in February, March, and April)
      2. Sanjam will share more information when she has it
   3. **Arizona Women in Higher Education 2022 annual conference – Bridging Divides: Building Constructive Collaborations**
      1. April 6-8, 2022.
   4. [**ASU’s University Career Women 2021 Annual Professional Development Conference**](https://asuucw.org/2021/11/05/annual-conference-registration-is-open-conference-happening-december-3rd/)
      1. Professional development conference on Friday December 3rd, 2021
      2. $70 for members, $100 for everyone else
2. **Adjournment:** Dilofarid Miskinzod adjourned the meeting at 1:29 p.m.