October CSW Minutes

Tuesday, October 27, 2020 11:30-12:30

Zoom link: <https://nau.zoom.us/j/99277441006>

Meeting ID: 992 7744 1006

Password: 252835

1. Meeting officially began at 11:32 a.m.
2. **Roll Call/Introductions** 
   1. Heather Coate, Chelsea Green, Shane Canitz, McKenzie Esperanza McLoughlin, Frances Riemer, Jesse Zukosky , Samantha Clifford, Brooke de Heer, Calvin Legassie, Amanda Rosas, Amy Rushall, Sanjam Ahluwalia, Grace Okoli, Jill Christensen, Shar Jenniges, Sneha Vissa, Juana Martinez, Grace Ditsworth
3. **Discussion on finalizing survey questions on gender/race politics on campus**
   * 1. Commission decided to put identification information questions first in the survey
     2. Discussed the survey question about experiencing a biased incident at NAU because of one’s gender identity
        1. The question was raised that if the commission asks someone to describe a biased incident at NAU due to gender identity, does the commission have to report it
           1. Concluded best way to avoid this possibility was to only have a yes/no question and not ask for further description of the biased incident
           2. Commission decided to also provide resources on survey for reporting biased incidents
     3. Commission decided to change the wording of the childcare options question from ‘working mothers’ to ‘working women and other caregivers’
     4. Commission decided to just send the survey to the 125 current CSW listserv members
        1. A recruiting campaign to increase subscription to the CSW listserv was proposed
           1. Sanjam and Francis decided to add this topic as an item of discussion on the next agenda
4. **Discussion on upcoming events** 
   1. Announced date for the upcoming screening/discussion of the Black Feminist documentary
      1. This event will take place on November 5th, 2020 from 6-8 p.m.
      2. Co-chairs asked for any volunteers to help staff the zoom event, review the film before the screening, and to do outreach
         1. Individuals who were interested in reviewing the film before the screening: Samantha, Heather, Grace, Frances, Chelsea, and Sanjam
   2. COVID-19 and Caregiving webinar (Thursday, October 29th, 12:30-2:00 PM)
      1. [Register for this event](https://www.eventbrite.com/e/123357157579) by Monday, October 26th
   3. Virtual President’s Diversity Awards Celebration
      1. Will take place on Tuesday, November 10th at 6:30 p.m.
      2. CSW has 4 awardees this year
5. **Conversation about rethinking NAU’s Lumberjack mascot** (Updates, strategy, and plan for moving this conversation forward)
   1. Update from Frances:
      * 1. She sent out information to WGS affiliates and to other Diversity Commissions
        2. She is working on emails to ASNAU, ASIF, and Black Student Alliance
   2. Right now, the focus is generating conversation
      1. Frances reported that the reaction has been mostly positive overall
         1. Not everyone thinks changing the NAU mascot is a top priority, but Frances said she thinks a significant presence on campus is offended by the Lumberjack
         2. Commission discussed the importance of involving student groups in this conversation
            1. Commission members suggested contacting the Rainbow Coalition
      2. Discussion on the concept of Lumber Jill to replace Louie the Lumberjack
         1. Commissioners seemed to agree that changing the gender or ethnicity of the mascot is not enough, since the chopping down of trees on native American land is also problematic
6. **Discussion on leadership change in CSW**
   1. Frances announced she will be on sabbatical in the Spring
   2. Discussion on difficulty getting co-chairs for every commission and how to generate more presence on campus for commissions
      * 1. Suggestion that commission should be mentioned during new employee orientations
        2. Frances mentioned that CSW is the only mandated commission
           1. Frances believes this greater potential of power needs to be utilized/advertised
      1. Sanjam’s term is also coming to an end soon
      2. Commision members asked Frances and Sanjam to describe their typical duties and time commitment
         1. The co-chairs spoke to how a co-chair’s duties and time commitment depends on the commission’s goals and activities in a given semester
7. **Present** [**Princeton gender wage-gap law case?**](https://www.thedp.com/article/2020/10/princeton-university-pay-female-professors-gender-wage-gap-penn)
   1. Frances explained the gender wage-gap report that was done at NAU and where to find it on the CSW website
   2. Commission talked about push back to this report when it was carried out 2 years ago and how commission wants to follow up on this report
8. Sanjam and Frances thanked everyone for participating.
9. Meeting adjourned at 12:36