**October CSW Minutes**

October 12, 2022 10-11:30 a.m.



Join Zoom Meeting

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Meeting ID: 892 9934 2642

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*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. Introduction

Dilofarid Miskinzod, Samantha Clifford, Alix Ford, Brooke A de Heer, Brooke Davis, Carli Anderson, Emma Schraner, Jennifer M Blaney, Juana Bermudez Martinez, Kinsey Kavanagh, Nena Elizabeth Bloom, Nitika Sharma, Ozzy Laprade, Sandi Smith, Rosalicia Cordova, Sneha Vissa, Heather Leeann Rist, Brenna Duke, Jessy David Zukosky, Molly Jisa, Frances Julia Reimer, Prince Osei Agyemang

1. Updates from Co-Chairs

Summary of commissioners’ interests and goals:

* Women serving institution is not highlighted in institutional messaging
* Reproductive health/rights
* How to apply what we talk about in our scholarship to the institution and community
* Continue equity work and get more voices involved- cluster hiring and how we can support this in the future to retain folks
* Have cultural education at the university
* Collaboration between all of the commissions
* What resources can we offer students for reproductive health
* Women and leadership
* Lactation institutional policy- let Lauren Copeland-Glenn know about spaces and she can check out the room
* Childcare center
* Menstrual health
* Want to make NAU better for other women
* Importance of diversity and difference within women’s issues
* Menstrual products in science buildings- [Email Kinsey from ASNAU](mailto:kmk694@nau.edu)
* VPIDE search- The president indicated his priorities for the position are: a collegial leader who is effective at coordinating, support and driving DEIJ work. An individual with strong collaboration skills who can work across units and takes a systems approach. One who is able to look at challenges in a structural and cultural way with political savviness. The goal of the position to implement equitable policies and practices that will help us create an inclusive environment that will advance a more equitable society. Please provide feedback during the meeting or via [email to Samantha Clifford](mailto:Samantha.Clifford@nau.edu) as she is on the search committee.

1. Approval of Minutes
   * Samantha Clifford moved to approve the September minutes
     1. The majority voted in affirmative. No one abstained.
     2. Motion passed: September minutes approved
2. Committee to revise the [bylaws](https://in.nau.edu/csw/bylaws/).

* Bylaws last revised in 2015
* There are missing components like transition of co-chairs and there are some other outdated components
* Committee needed to revise bylaws
* Volunteers
  + Sneha Vissa, Megan Meyer, Nitika Sharma

1. Women’s and Gender Studies (WGS)
   * Organizing a tea and conversation event with Kelly Dupps, Planned Parenthood’s Senior Director of Public Policy & Government Relations, about reproductive rights in AZ.
     1. Requesting support of $150 form CSW for food and organizing of this event
        1. Dilofarid Miskinzod made the motion to support
        2. Members voted
           1. Motion accepted by majority votes (14 out of 19)
2. Introduction of sub-committees, confirm chairs and meeting times

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

* + Call for volunteers to help restocking by ASNAU/Union staffers this FALL. [Kindly email Kinsey](mailto:kmk694@nau.edu); she is currently re-stocking on Fridays. Hoping to have a team of volunteers.

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

* Cannot update because have not met together with Lauren yet
* Anyone who would like to join the sub- committee is welcome and should [contact Nena Bloom](mailto:Nena.Bloom@nau.edu)
* The fundraising is for the [Martha Portree scholarship](https://in.nau.edu/csw/give-now/)
* Thinking about other ways to raise funds
* Do not have the update how much was made last year but we have been able to fund 2 or 3 scholarships a year.

**Programming** - Mary Ruetten and Heather Rist

* Mary is no longer part of this committee this semester and there is a need for co-chair
* Sexual Health Fair
  + Several openings available if the commission or any other group would like to table
  + Things to talk about across the spectrum of
    - Sexual Health
    - Relationship
  + Call for volunteers
    - The Student Health Advocacy Committee would be more than happy to promote the event and to help with some volunteers
    - Graduate student groups will be happy to help
    - [Email Alix Ford](mailto:Alix.Ford@nau.edu) if you would be available to volunteer
  + Organization of reproductive rights fair in the community since there is a limitation on the extent reproductive rights can be discussed or advertised on campus
    - Encourage students to go to the fair for more information
    - [Contact Heather Rist](mailto:Heather.Rist@nau.edu) if interested

**Child-care** - Pamela Powell and Frances Riemer, Spring opening

* Everything is in the information stage till spring to open the early childhood education center
* Early Childcare development Center is going to be off campus, near Flag High
* They would like to get folks from the university involved in all kinds of ways
* There may be grants involved but not sure which grants
* CSW has done great by keeping this idea alive, but we don’t seem to have much participation in this phase of the development
* According to Dilofarid she could not provide information to student parents about the early childhood education center and would like to know who isat the center of the project.
  + People who would like to know more about the development can be forwarded to Ramona Mellot and Pam as well
* How do we get CSW involved to ensure we are involved directly in decision making;
  + Maybe a letter saying we’ve worked on this for a long time, and this is an area of interest, and the Commission is interested in participating in whatever way we can
  + We could send that to whomever is at the center of the project
    - Not quite sure those who are at the center of the project but sure of Ramona and maybe Josh Mackey
* Dilofarid suggested that we add this to the items on reproductive health and discuss further since this is also a reproductive health issue
* According to Samantha, [the President has announced the new Child Care Development Center](https://nau.edu/coe/nau-administering-higher-education-child-care-project/)

**Equitable Academic Work Practices**- Jennifer Blaney

* Mentioned at the previous meeting that it will be great to get someone else who might be interested in meeting
* Sent an e-mail to everyone who expressed interest the last time as well as everyone involved in the drafting of the white paper in Spring 2022
* Suggests that effort related to this subcommittee could be absorbed into the work of reproductive health because of the issues with academic freedom related to reproductive health
* Requested to be taken off the agenda for now as a separate sub-committee, refocus and then maybe in the spring we can reassess what the sub-committee could look like

**Reproductive health**- Heather Rist

* Concerns
  + Limitations on reproductive rights and health and how far it can be discussed or advertised on campus
    - Meet with legal team on what one is allowed to say on campus
    - Need to also make sure that we push back on guidance we might get from legal; if we aren't happy with the guidance we are given
      * we can bring this to faculty senate, so we can collectively advocate for our academic freedom
    - To be on the safe side we should not do anything in our personal capacity on behalf of NAU and not just NAU but if you are in any political activist kind of role
    - We don’t need to be overreacting and policing our own speech
      * More clarity is needed on this subject
    - If not all members, co-chairs of CSW together with co-chairs of sub-committees will make sure to meet the legal team and communicate the outcome to all members
    - Can discuss with CoCom if they will support it
      * Coupling that with Faculty Senate support and student support would be a strong argument
    - Student Health Advocacy Committee (SHAC) would be more than happy to create a letter to the President’s Office about reproductive rights and how it affects students on campus
    - Take the letter to the LGBTQIA Commission for support
    - If we have some consistent verbiage, we can circulate among graduate and other student groups to glean their support
    - It will be ideal not to coordinate community events not connected with NAU with NAU emails
  + Conversations on reproductive health should spin around other aspects, abortion is a very small aspect
    - So many women have other issues; we can do our work without limitations
      * Access to health services
      * Access to ante-natal care
      * Pap smear
    - We can focus on prevention and access which is not available to marginalized communities
    - How can we talk about abortion and not other aspects of reproductive health
  + We have to make it clear that abortion is part of woman’s health
    - CSW has the mandate to inform the President
    - We should also identify what we are allowed to do
    - We must also recognise that we are in Arizona, so using words like reproductive health is really important
    - We should however take on the opportunities that we have
    - If we don’t speak up nobody else will do it
  + Student-led movement is also very critical
    - We need to involve students
    - It is a women’s issue but this also includes many groups
    - We need to develop allies

Other items

* + Updated Parental Leave Policy
    - NAU finally updated the parental leave policy
      * We can talk about this next semester
  + CEFENS partnership- Women in STEM?
  + Mask mandate- would we be willing to support a CoCom letter from those with chronic illness to approach professors with a request for mask wearing in class
    - Dilofarid provided the information in the letter
    - Dilofarid Miskinzod made the motion to support
      * 10 out of 19 voted in affirmative. 9 abstained.
    - Frances supports but does not support the wording (mandating everyone in class to wear a mask). Would like to explore what the possibilities are.
    - Samantha suggested members provide Feedback on the wording of the letter
      * Perhaps edit the verbiage to pose the issue as a request to the faculty and class in question
    - The final decision may not be from us but from the upper administration
  + Request for ASNAU funding for pregnancy tests
    - Commission funding is meant to support campus wide efforts for education and advocacy, and this is not in that category
    - SHAC has been working on other avenues of funding as well as pricing pregnancy tests
    - They are also working on ways to distribute the tests similar to the condom club
  + Kelley Dupps, Senior Director of Public Policy & Government Relations for Planned Parenthood AZ has agreed come to campus Thursday October 20, 4:00 - 5:00. First Amendment Plaza
    - Avenue to collaborate on reproductive health and other issues important to us
    - Extending to the invitation to women’s and gender studies majors
  + The Sexual Health Fair is going to be 10/27 from 10 am – 2 pm in the HLC Lobby.
  + Sharing Resources
    - Compiling resources for information to help women around reproductive rights including on campus resources as well as web resources
    - This is meant to be a free resource for everybody
  + Michelle Parker invite update?
    - Dilofarid and Samantha to meet with Michelle Parker and will update members on any outcome of the meeting

1. Adjournment of meeting
   * The next CSW meeting takes place on Wednesday, November 9th (10:00 – 11:30 a.m.)
     1. Meetings will be virtual
     2. Dilofarid Miskinzod adjourned the meeting at 11:27 a.m.