**August CSW Minutes**

Tuesday, August 31, 2021, 12:45-1:45 p.m.

Zoom link: <https://nau.zoom.us/j/87998486348>

Meeting ID: 879 9848 6348

Password: 279694

1. **Welcome to the first meeting of the semester!** 
   1. Sanjam called the meeting to order at 12:49 p.m.
   2. Attendance:
      1. Dilofarid Miskinzod, Kate Carey, Sanjam Ahluwalia, Moira Bellamyl, Lauren Copeland-Glenn, Shane Canitz, Samantha Clifford, Jennifer Blaney, Jennifer Salazar, Chelsea Green, McKenzie McLoughlin, Molly Betchel, Heidi Feigenbaum, Lynn Jones, Mary Ruetten, Suzette Yaezenko, Elizabeth Schwall, Alyssa Deaver, Nena Bloom, Calvin Legassie, Jennifer Salazar
2. **Co-Chair Nominations/Self-nominations**
   1. Need for a new co-chair – Sanjam has completed term, 2 years, but happy to serve another year if no one interested
      1. If anyone is interested, please send nominations or self-nominations to Lauren, Sanjam, or Dilofarid by Friday
         1. Interest expressed by Samantha Clifford (needs to check with her leadership first)
   2. Responsibilities of a co-chair described by Lauren
      1. Leadership for commission, setting agendas, engaging in CoCom meetings (once a month), participating in other things as requested (panels, feedback), vetting Diversity Fellow nominations (recommendations to president for selection of DFs – two slots to fill this year), advocating for and structuring conversations about DEI on campus
   3. Question about bylaw restrictions for becoming a co-chair of CSW: how many years does an individual need to participate in CSW before they can become a co-chair?
      1. Sanjam will check in the bylaws
3. **Setting up Priorities for CSW for the Year (refer to item 5)**
   1. CSW members all encouraged all to contribute ideas to ensure CSW serves the interests of everyone
   2. Brainstorm:
      1. Recognition of demographic shift to majority women-serving institution
      2. Additional lactation rooms on campus
         1. Places noticeably lacking any lactation spaces: Cline library, the Dome, the Union
         2. Goal: ideally establish a lactation space in every building
            1. Lauren mentioned portable lactation spaces that can be set up in buildings from Mamava
         3. Discussed need for easily accessible information about how to locate lactation spaces on campus
            1. Suggestion to have a campus map like the one for all gender restrooms
            2. Lauren: Equity and Access Office can investigate adding lactation spaces to the map of all-gender restrooms and information about these spaces to the Equity and Access website
      3. Childcare/daycare at NAU
         1. Been trying for well over 20 years
            1. Might be an advantage to tie [to the national and state situation](https://www.washingtonpost.com/us-policy/2021/09/08/congress-democrats-childcare-prekindergarten/) (Congressional Democrats and the state of Arizona are attempting to allocate for childcare in new budgets)
            2. Opportunities to partner with other entities on campus, especially to help with funding, such as the NAU Foundation
         2. *Childcare Committee* established
            1. Members: Dilofarid Miskinzod, Elizabeth Schwall, Sanjam Ahluwalia, Moira Bellamy
            2. Can work on lactation spaces project as well
      4. Lumberjack rethink
         1. Interest expressed by the Vice Provost about this project and the working paper/suggestions made
            1. Sanjam will check with the committee to see if they are willing to share the working paper broadly, so she can send it out to the CSW listserv
         2. Suggestion to have a panel/discussion sometime this year
      5. Position paper about NAU becoming women-serving/gender-inclusive university
         1. If CSW decides to do this, can probably be done mostly online over email
      6. Equity among recruiting, retaining, developing faculty and staff
         1. Ex: Drafting suggestions for what diversified faculty at NAU would look like and suggestions for best practices for recruitment, hiring, and training
            1. Dilofarid: can link to gender pay gap project from past years that lost momentum
         2. *Committee* developed (name yet undecided)
            1. Jennifer Blaney wants to take lead
            2. Additional members: Sanjam Ahluwalia, Dilofarid Miskinzod, Chelsea Green, and Molly Betchel
            3. Lauren responded that this is also a large part of what the EAO does, and would love to exchange information and ideas with the committee
4. **Committee Allocations:**
   1. Fundraising
      1. Need to start early this year and to have committee so not scrambling like last year before NAU Giving Day in April (despite its success)
         1. NAU Advancement has said that can also have a commission-focused campaign that lasts longer than day (perhaps a month or so)
         2. People can also contribute to scholarship on the CSW website at any time
         3. Payroll deduction is also an option for NAU employees, where a certain amount of each paycheck is donated to the CSW scholarship fund
      2. Lauren: this will be the least labor-intensive committee, since NAU Advancement will help
         1. The volunteers will create messaging and get the word out
      3. *Fundraising Committee* created
         1. Dilofarid Miskinzod, Sanjam Ahluwalia, Lauren Copeland-Glenn, Nena Bloom
   2. Programming
      1. International Women’s Day (March) – will need much preparation
         1. Other programming ideas to follow
      2. *Programming Committee* created
         1. Members: Moira Bellamyl, Elizabeth Schwall, Samantha Clifford, Dilofarid Miskinzod
5. **Diversity Curriculum Committee**
   1. Diversity curriculum is moving from two topic areas to four, and will disperse out into general education
   2. Needs committee representation from CSW
      1. Dilofarid is already on it: just need one more person
      2. Lauren: they want someone who is faculty who wants to help envision what the new diversity curriculum will look like
      3. Commitment:
         1. 2 years (new diversity curriculum slated for rollout in fall of 2023)
         2. Meets every Thursday from 9:30 to 11:00 a.m., but a work around is possible if unable at that time and still interested
      4. Been working toward this for years, so really important to have this representation on the committee
   3. Samantha Clifford volunteered
      1. Lauren will submit her name.
6. **CSW budget**
   1. Each commission has $4,000 to spend on programming, events, talks, speakers, etc.
      1. Restrictions: not a local account – can’t pay for food – would need to partner with someone else for this
   2. Can partner with other diversity commissions and organizations on campus to reach larger audiences
7. **Letter to Marketing about no place to put pronouns on nametag** 
   1. CoCom is drafting a letter
      1. Lauren asked CSW if they would like to send a letter of their own to support this cause
   2. Possible cultural/political imposition of Anglo-American politics inherent in this idea brought up
      1. Lauren suggested that this letter would not advocate for requiring everyone to list their pronouns on their name tag, but would ask for an option for pronouns to be provided so that people who want to display them, can (option not available presently)
      2. Sanjam suggested having a discussion around this topic with the LGBTQIA Commission and/or with Global Commission when developed
   3. A commissioner pointed out that you can add pronouns at the end of a name on name badges – that it is just not built into the official template
      1. Lauren reminded the commission that some departments do not allow their employees to deviate from said template, thus making pronouns unattainable
8. **Announcements** 
   1. Diversity awards celebration will take placed on September 14th
      1. It will be outside and socially distanced
      2. Should have received an announcement/invitation from University Events
         1. Please RSVP
         2. If did not receive, email Lauren and she will be able to help you RSVP
9. **Adjournment**
   1. Sanjam adjourned the meeting at 1:51 p.m.