

 MINUTES

Wednesday, August 21, 2019

12:00-1:30 pm, University Union, Havasupai C

Skype Phone: (928) 523-0078 (Conference ID#: 3058673)

1. Call to Order – 12:00 p.m.
	1. Roll Call and introductions
		1. Jamie Axelrod, Dorianne Pollack, Danielle Rhea, Judy Manor (Skype), Jill Young (Skype), Sean Kugler (Skype), Jane Gilbert, Sarah Lipsey (SPAC), Matthew Wangeman, Gabe Montan͂o, Calvin Legassie, Lauren Copeland-Glenn, Jason Matteson
	2. Approval of minutes from June meeting
		1. Tabled until September
2. Update on Diversity Strategic Planning
	1. Gabe Montan͂o provided an update
		1. It has been a busy summer. He’s been focused on setting up a structure to move diversity/inclusion forward
		2. His first focus is infrastructure
			1. Looking for commissions to lead the way
			2. Conversations over the summer with interested parties and stake holders
			3. He understands that there is history and respects that but doesn’t want to be beholden to that – wants to move forward with a proactive approach
		3. He met with the president and provided her with his ideas, she seemed agreeable
			1. Advised president on long-term strategy (2-3 years)
				1. This includes the idea that the fellow position is a temporary fix and that moving to a Chief Diversity Officer again is the end goal, she was supportive of this
			2. Also talked about work that will have an immediate impact – utilizing commissions
			3. Talked about how to break down barriers with community – wants to work with city groups too.
			4. Provided resource neutral as well as resources needed options
			5. HSI and how to move forward – will utilize the white paper produced by last year’s ACE Fellow
				1. He’ll be pulling together a task force
			6. Talked about developing a fellows program
				1. This will include people from units across campus – faculty, staff, and students
		4. He wants to shift the culture from reactive to proactive
			1. Extend beyond the choir
			2. Shared responsibility across campus beyond his fellow position
		5. DSP
			1. Needs mechanisms to implement
				1. Ways to have faculty and staff participate as a part of their jobs

Would like this to be mandatory for tenure track faculty before tenure can be approved

* + 1. He wants to follow an Emersion Strategy
			1. Wants student voices at the table for direct input
			2. Find mechanisms to get to intersectionality
				1. Every commission will get a budget
				2. Also a budget for intersectional activities for all the commissions to share

More on these two items to come

* + - * 1. Wants to create a commission on commissions – this fall
			1. Big push for intersectionality
		1. He will hold standing hours for diversity work
		2. Change to staffing, commissions will share one GA and Gabe’s admin associate will fill in to take minutes when necessary
1. DHM Planning 2019
	1. Section 504 sit-ins presentation, intersection with LGBTQIA and CED
		1. End of October
	2. Lauren will follow up with Crystal at Campus Rec to confirm the sitting volleyball event
	3. Jamie is looking into bringing a film *Autism Goes to College* to campus
		1. The screening rights are $800 and there is a possibility of having the director or some of the subjects of the film come to speak
	4. Jason is pulling together the faculty panel on including disability in curriculum again
	5. Matthew suggested inviting Tom Olin to present his photography.
		1. Discussion about this being a great idea for celebrating the 30th anniversary of the ADA
		2. Matthew is going to contact him
	6. Sarah suggested we talk to the NAU Socials to have NAU social media taken over for DHM
		1. Jamie said he’d reach out to them
2. Mental Health Symposium update/planning
	1. The fall list of events is almost finalized
	2. Jamie and Lauren met with Marketing, they will be creating all of the materials for the symposium series
		1. We will advertise the fall events together and then a new poster for the spring events
	3. The kick-off event is the Kindness Fair, Jamie and Lauren will have a table to talk about the series
	4. The full list will be shared as soon as everything is finalized
	5. If anyone has any ideas for a “big name” speaker to end the series in April please let Lauren or Jamie know
3. “Accommodating Disabilities” training
	1. This is a new training that will be mandatory for all employees
	2. Will be due November 1st
4. Encouraging employees to “self-identify” as having a disability – tabled to September meeting due to time
	1. One quick idea is to create something similar to the Out and Proud list
5. Efforts to recruit students and employees with disabilities
	1. With the decline in enrollment this will be important
	2. How can CDAD participate?
	3. Will add this to the September agenda so we can discuss further
6. Capital Projects on the Horizon
	1. Jamie provided an overview of the current and coming projects
	2. The Strategic Space Planning Committee just published its findings on space use on campus, it should be available to campus soon
7. Old/New Business

Meeting Adjourned: 1:33 p.m.