

*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.*

MINUTES

Friday, February 10, 2023

10:00 – 11:30 a.m.

[Zoom link](https://nau.zoom.us/j/85671592941?pwd=OEVmWXFoZCtNYXN0OW42M2diY0Rpdz09)

**Meeting ID**: 856 7159 2941 **Password:** 112129

1. **Land acknowledgement, Welcome, and Introductions** 
   1. Chris Lanterman called the meeting to order at 10:00 a.m.
   2. Chris Lanterman read his version of the land acknowledgement
   3. **Introductions:** 
      1. Chris Lanterman, Kiara Weathersby, James Ingram, Heather Rist, Samantha Clifford, Gretchen McAllister, Audra Travelbee, Sean Parson, Lauren Copeland-Glenn, Chelsea Green, Sharon Doctor, Prince Osei Agyemang, McKenzie McLoughlin, Jo Whitney, Alisse Joseph
2. **Minutes Approval**
   1. Minutes for January meeting is not available for approval.
      1. Chris stated that we will approve it in the next meeting
3. **General Announcements**:
   1. **Diversity Leadership Awards**
      1. Deadline for nomination is due on February 20
      2. Announcement has come from the office of the President and through NAU news
      3. Chris is hopeful that co-chairs are collecting nominations and are thinking of members to be recognized for the great work they are doing
   2. **Scholarships**
      1. There is a couple of scholarships from the LGBTQIA commission and Commission on the Status of Women (CSW)
      2. According to Sean, the scholarship from the LGBTQIA commission is ready and they are waiting on getting a flyer to share the scholarship with the LGBTQIA community
   3. **Black History Month**
      1. [Check out all events happening in the Black History Month](https://in.nau.edu/inclusion/black-history-month-2023-events/)
4. **Discussion and Action Items**
   1. **Workplace Policies on toxic environments and bullying –** Guest McKenzie McLoughlin from SAC
      1. The discussion is about addressing workplace toxic environments and bullying through the Human Resources Department
         1. Encouraging the HR to set up a policy to address this problem
      2. Our Non-discrimination and Anti-harassment Policy prohibits discrimination and harassment based on protected category (race, ethnicity, sex, gender, disability, etc.)
         1. If the harassment is not based on protected category the feeling is that people can just be mean and bully you with no recourse
            1. This leads to a lot of conflict on campus, turnover, inefficiency, workplace struggle
      3. A potential policy or idea will be the 360-degree Review policy
         1. Avenue to provide feedback on your supervisor and colleagues
         2. Actionable steps that HR can take when complaints are being brought to them that aren’t in the protected class Examples of the actionable steps:
            1. corrective action
            2. coaching
            3. mentoring
            4. training
      4. According to McKenzie, the next step is to qualify and quantify how widespread this problem is and then see what the Staff Advisory Council can do in terms of advocacy, advisement, and consultation
      5. We can start by drafting a proposal on this problem
      6. Audra shared her experience in working in a toxic environment and expressed her support for this initiative
      7. Concerns:
         1. How do we define bullying and how can we fit the policy on workplace bullying into already existing HR policies?
      8. Heather shared an [anti-bullying policy from Western Michigan University](https://wmich.edu/policies/bullying)
      9. Getting as much university support that represents faculty and staff as possible will be helpful
      10. Just as the required harassment training, the anti-bullying policy could be made a required training for everybody
      11. Going forward with this policy, starting a conversation with Josh Mackey, the Chief Human Resources Officer, on this policy as soon as possible and having Staff Advisory Council representation, CoCom and faculty Senate involved would be very important
      12. Chris suggested they reach out to Josh for the initial conversation and that he’d be happy to participate
          1. Heather will reach out to Josh
   2. **Introduction for the VP DEIJ – Samantha**
      1. Samantha is to provide a concise introduction of HSI, Diversity Fellows and International representatives to the candidates
      2. Candidates are very well vetted with what we do here at NAU, they did their research on the community members, Diversity Strategic Plan, and the Commissions
      3. The first in-person interview comes off today from 1:30 p.m. to 2:30 p.m.
      4. According to Samantha, there were some very interesting questions, and she is happy to share back once the candidates provide their answers
      5. Prepare questions to ask if you’re able to be there, if not, [e-mail Samantha](mailto:Samantha.Clifford@nau.edu) your questions before 1:15 p.m. today
   3. **Follow up from meeting with President Cruz Rivera**
      1. Brainstorm and strategize responses to issues presented at the meeting and in his response on Feb. 2
         1. It would be nice if the president attended an event, two or even three during each of these heritage months and celebrations rather than just sending out messages
         2. It may not be easy for the President to fit these events into his complicated schedule; however, he should continue to recognize and uplift the various communities in his NAU official letters
         3. It would be good if the President sends out those emails about acknowledging the different heritage months to highlight the experiences of members of these communities in NAU
         4. Encouraging all the different groups on campus to support each other and attend each other's events
         5. Promoting a more inclusive faculty
         6. Orienting new employees on how supportive we are to one another on campus and the need to attend events of other groups or communities
         7. The President should promote transparency about his intents and in his dealings with groups and communities on campus and reach out to different groups to discuss how to meet the diversity needs going forward thus including everybody’s voice
         8. We have different specific vice presidents for specific designations, if we’re truly going to achieve inclusion and equity, it can’t just be the president
            1. It must trickle down to his leadership team. It must be a top priority for his whole cabinet
         9. Questions:
            1. Do the cabinet and the leadership team understand what the president is trying to achieve and is everybody on board?
            2. In the light of critique around DEIJ, how do we help the president and his cabinet navigate the political context?
      2. Responding to “Zero-sum” concerns
         1. Supporting each other’s effort and attending each other’s events
         2. Assessing these intersectional identities and noticing how they work together
         3. Having conversations with communities and groups at various levels to discuss their experiences and ensure transparency in dealing with issues concerning these groups
         4. Leaders need to know what is going on at the student, staff and faculty level and discussions on how we can make NAU a good place of belonging
5. **Adjournment**
   1. Chris thanked the co-chairs for their work and adjourned the meeting at 11:25 a.m.