

*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.*

**CoCom**

MINUTES

Friday, October 22, 2021

11:00-12:30 p.m.

Zoom link: <https://nau.zoom.us/j/87511625357>

Meeting ID: 875 1162 5357

Password: 470659

1. **Call to order**
   1. Jamie Axelrod called the meeting to order at 11:06 a.m.
   2. **Land acknowledgement**
      1. Jamie Axelrod read the land acknowledgement
   3. **Introductions** 
      1. Jamie Axelrod, Chelsea Green, Marian Griffin, Shane Canitz, Kiara Weathersby, James Ingram, Dilofarid Miskinzod, Chris Lanterman, Lauren Copeland-Glenn Gretchen McAllister
2. **Commission report outs**
   1. **CDAD**
      1. Recap of Disability Pride and Heritage Month previous events
         1. Description of events still to come
   2. **CNA**
      1. Brought up concern with the term ‘scavenger hunt’ (scavenger is a derogatory term originally ascribed to indigenous peoples due to their participation in hunting and gathering activities)
         1. Suggested term ‘Accessibility Quest’ instead
         2. Chris confirmed that CDAD was already thinking of revising the title of the Accessibility Scavenger Hunts, and thanked the CNA co-chairs for their valuable input
      2. Working on finalizing their Bylaws
      3. November CNA meeting not yet scheduled, and no regular meeting time picked yet
      4. Lauren inquired about poster for Native American Heritage Month
         1. CNA will send out soon
      5. CNA special meeting will take place on 10/28/21 at 9 a.m. to discuss the Strategic Roadmap
   3. **LGBTQIA Commission** 
      1. Update: received remainder of money for LGBTQIA Scholarship, which is now endowed and can be awarded
      2. All-gender restroom signage is still being finalized
      3. Campus Analytics has started a work group on how to create a census of non-binary gender affiliation on campus
         1. Marian is part of this working group
         2. A proposal was presented to the data trustees (the Vice Presidents of the universities), demonstrating how other universities are accomplishing the census
            1. Marian reported that leadership is on board with it
         3. Current options for the census are to gather data through the admissions application or through a self-service option in LOUIE
            1. Discussion of pros and cons of each option

Timeline: Admission application would be quicker, while Louie would take about a year

* + 1. Reported on LGBTQIA Social Events
  1. **CSW**
     1. Samantha Clifford was elected as new co-chair to replace Sanjam Ahluwalia
     2. Lactation Rooms update
     3. Programming update: CSW looking for sponsorship for inviting Dr. Mytheli Sreenivas to speak about reproductive rights related to Down Syndrome – have contacted CDAD
        1. Chris described how CDAD discussed this request and decided they wanted more information about the stance/thesis of the speaker
           1. Dilofarid will ask Sanjam and send more details
     4. Menstruation poverty on campus discussion update
        1. Will be continued next CSW meeting
     5. Discussion of co-hosting event with LGBTQIA Commission about personal pronouns
        1. Chelsea advocated for having a meeting between CSW and LGBTQIA Commission co-chairs to discuss ideas about this event
        2. Suggestion to add student voices to the mix, to help demonstrate the impact of misgendering on transgender/nonbinary students
           1. Discussion of burnout of having to continuously explain the importance of pronouns, and wanting to balance protecting students and not silencing their voices
        3. Concern of transnational scholars of imposing westernized sexual/gender identities on non-western countries and on some indigenous cultures that do not use gendered pronouns
           1. Conclusion: do not make pronouns mandatory – but an option for those who want it, and provide education about the history and context of pronouns alongside any pronoun discussion
  2. **CED**
     1. Described current heavy focus on where to put energies/resources into roadmap and helping develop the new diversity curriculum

1. **Letter to Marketing**
   1. Asking for business business cards and name badge formats to be revised to include an option to include pronouns if desired
      1. CDAD, CED, and LGBTQIA Commission reported they have already voted to support/sign their name on the letter to NAU marketing
      2. CSW will discuss this letter and vote next week
         1. Dilofarid asked for a copy of the letter to send to CSW
         2. Concern expressed that displaying personal pronouns might put individuals at risk
            1. So importance of the pronouns being voluntary, not mandatory, so no one is forced to out themselves
         3. Clarification that letter is asking for an opt-in process
      3. CNA has also not yet had a chance to view the letter
2. **Vetting of proposed faculty search principles** (Jamie Axelrod)
   1. Purpose is to recruit more diverse faculty, staff, and administrators (especially focused on faculty hiring process)
      1. Conditions of Faculty Service (COFS) process for recruiting and hiring is highly defined, which can be an obstacle
         1. Revisions need to be voted on by faculty senate, so COFS appendix C hasn’t seen any revisions since 2015
         2. Working group given 90 days to make recommendations
            1. Jamie is part of this working group
            2. They drafted and replaced the highly process-oriented with principles to develop more malleable procedures
            3. Drafted new COFS language to guide faculty searches
   2. Jamie shared the draft search principles/vetting guidelines with CoCom
      1. Asked for feedback on these two documents and on issues with hiring diverse faculty in general in the next two weeks
         1. Suggestion: have diversity commissions represented in faculty search committees (or at least individuals with diversity training)
         2. Discussion comparing the terms ‘historically excluded’ vs. ‘underrepresented’
3. **Diversity Curriculum Committee update**
   1. Composing letter to president entitled ‘Big Ask’ seeking emphasis on diversity and consistent vocabulary
      1. Emphasis in curriculum on general studies curriculum = major focus, constructing policies and criteria on courses that could be required in general studies program
         1. Diversity requirements expanded to 12 credit hours
4. **Commission leadership development process**
   1. Tabled to next meeting
5. **DSP programming**
   1. Tabled to next meeting
6. **Campus-wide event for the spring**
   1. Tabled to next meeting
7. **Old/New Business**
   1. Jamie has invited President Cruz Rivera to meet with CoCom during next meeting
      1. The president has expressed his interest
      2. Jamie will propose December 3rd
8. **Adjournment** 
   1. Jamie adjourned the meeting at 12:30 p.m.