

*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, December 3, 2021

11:00-12:30 p.m.

Grand Canyon Room, University Union

Zoom link: <https://nau.zoom.us/j/87369381917>

Meeting ID: 873 6938 1917

Password: 743875

1. **Call to order**
   1. Jamie Axelrod called the meeting to order at 11:07 a.m.
2. **Land acknowledgement**
   1. Jamie Axelrod read the land acknowledgement
3. **Introductions** 
   1. Jamie Axelrod, Lauren Copeland-Glenn, Samantha Clifford, Alisse Ali Joseph, Shane Canitz, Chelsea Green, Marian Griffin, Dani Donaldson, Gretchen McAllister, James Ingram, Chris Lanterman, Dilofarid Miskinzod, President Cruz Rivera
4. **Welcome President Cruz Rivera**
   1. CoCom members welcomed President Cruz Rivera and thanked him for coming
   2. Introductions were made
   3. Discussion between President Cruz Rivera and CoCom members about his vision and ideas for enhancing DEIJ at NAU and how the diversity commissions can support him in this DEIJ work
5. **Debrief**
   1. Question asked about how much should be communicated back to the commissions from the discussion with President Cruz Rivera about establishing a Chief Diversity Officer (CDO) of DEIJ
      1. Especially since he indicated not everything had been announced to the public yet
   2. Clarification made that the president has talked about the CDO of DEIJ position in several public venues, so it is okay to tell commissions
      1. He just currently does not have a timeline for the official announcement
   3. Discussion about the benefits of having a full-time CDO of DEIJ, but still wanting to advocate for a VP and ideally a DEIJ department so the responsibility does not fall all on one person
      1. Also need to clarify if the CDO of DEIJ would be at a cabinet level position
6. **Diversity Award Nominations**
   1. Lauren will open all electronic nomination forms by this weekend
      1. Nominations are due the week prior to/of each commissions February meeting, so the commission can talk about them and decide how to proceed during the February meeting
         1. Names of award recipients must be sent over to University Events by March
      2. Talk about nominations as soon as possible: Lauren suggests sending an email to commission members
      3. Lauren will also post an announcement in the NAU Review so that the general NAU community is also able to provide nominations
   2. Discussion about who can/should be recipients of diversity awards
      1. Mention of how LGBTQIA Commission decided to replace their Ally Award with a Community Award last year
         1. Several CoCom members identified benefits of awarding members of the community, including networking and community-building
      2. Lauren clarified that each commission can still decide for themselves if they want to include a community award
         1. Lauren reminded co-chairs that each commission has a budget for four awards and can choose any combination of awards each year (for example, if they have two outstanding students one year, they are able to do two student awards)
         2. Also if your commission votes for criteria changes in an award, let Lauren know, and she can make changes in the nomination forms
   3. Clarification about who is typically invited to the Diversity Awards Celebration
      1. Each commission’s listserv is invited, and University Events also invites their standard list of individuals, including the president and individuals from the dean’s office
         1. If want to invite community members, just need to let UE know (they already have a lot of this contact information)
7. **Co-chair Nominations** 
   1. Lauren reminded co-chairs that each commission (except the LGBTQIA Commission) is on a spring nomination schedule
      1. However, only CSW and CDAD have co-chair elections coming up this Spring
   2. Lauren advised the co-chairs of CSW and CDAD to start reaching out to interested folks and to put out a general call for nominations
      1. Lauren believes that each commission’s bylaws stipulate elections should occur in March
   3. Announcement that Sean is potentially returning in the Spring and will thus resume their co-chair position in the LGBTQIA Commission
8. **CoCom Chair Nominations**
   1. Jamie thanked CoCom members for working on the CoCom bylaws this semester
   2. Per the new bylaws, nominations for the new CoCom Chair will start with diversity commission co-chairs who are currently transitioning from their co-chair position
      1. Right now, this is Chris and Marian (Sanjam is also eligible but is going on sabbatical)
         1. Could also include interim co-chairs if desired
      2. Please nominate or self-nominate eligible people
         1. Question posed: do we need a nomination form? Or should Jamie just reach out privately to those who are eligible?
            1. Can decide during January meeting
   3. If this process is not fruitful, can draw from next population of individuals as stipulated by the CoCom bylaws
9. **Announcement:** can no longer use JEDI acronym to represent Justice, Equity, Diversity, and Inclusion
   1. Was contacted by Disney and told not to use the acronym since it is a Disney trademark
10. **Lactation Room Education Conversation**
    1. Tabled to next meeting
11. **Adjournment** 
    1. Jamie Axelrod adjourned the meeting at 12:32 p.m.