

*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, October 14, 2022

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 10:02 a.m.
   2. Chris Lanterman read his version of the land acknowledgement
   3. **Introductions:** 
      1. Kiara Weathersby, Shane Canitz, Chris Lanterman, James Ingram, Dilofarid Miskinzod, Samantha Clifford, Alisse Ali Joseph, Audra Travelbee, Sean Parson, Lauren Copeland-Glenn, Chelsea Green
2. **Updates**:
   1. **Better Together Learning Community** (through College of Education)
      1. Designed for faculty from diverse backgrounds to connect, share their diverse experiences, and build community
      2. Also a great opportunity to focus on retention efforts for faculty, especially those from diverse backgrounds
      3. James Ingram is involved
         1. Expressed how it is a great grassroots approach but hopes they will have enough support to move forward in a meaningful way
            1. Has encouraged them to get involved with the DFs
            2. Also hoping they will have the support of the new VP of IDE
      4. Question asked: is participation limited to faculty?
         1. James: I don’t think so: it is very unstructured and basically a grassroots movement
         2. However, James will talk to them and express concern that some of their marketing seems geared for faculty, while staff and others want to participate
   2. **Diversity Curriculum Committee** 
      1. DCC had a meeting with Karen Pugliesi (Interim Executive Vice President and Provost) about ABOR’s changes to the diversity requirements for the general education classes
         1. DCC was asked to revise the requirements for what faculty need to include in courses to meet the DEIJ designation within the general studies programming
         2. Discussion about the impact of these changes and ways to move forward
      2. Question asked: Can non-faculty be involved in DCC?
         1. Many non-faculty have expressed interest
         2. Advised to reach out to Chris Page, Gretchen McAllister and Melinda Trimmel
      3. Concern expressed that there is little representation for the topic of global diversity on the DCC
         1. Need to have an expert there to evaluate the syllabi
            1. Suggestion to collaborate with CIE (can recommend faculty advocate)

Also another reason to advocate for non-voting staff members to participate on DCC (many staff members of the CIE are experts in this area)

* + 1. Decision from CoCom to draft a letter/recommendation to Faculty Senate to bring awareness to the fact that there are many individuals on campus who are not faculty but could potentially contribute to the DCC
       1. Also want to advocate for placing emphasis on lived experience when selecting members of the DCC and including all diversity committees (such as the Global Diversity Committee)

Lauren: there is precedent as many Faculty Senate committees include staff as non-voting members

* + - 1. Chris will draft the letter
  1. **CoCom meetings – Zoom and/or In Person?**
     1. A poll was sent out over email
        1. There were 7 responses: 4 said they would attend via Zoom only, 3 said they would prefer a hybrid meeting format
     2. Due to his schedule Chris will likely meet via Zoom, but would like to provide the option for both in-person and Zoom
        1. Lauren and Shane will help reserve a room for future CoCom meetings at either the Union or Dubois
  2. **Vice President for Inclusion, Diversity, and Engagement search**
     1. Debrief of meeting with President Cruz Rivera, Josh, and ACES
     2. Updates on process and progress (Samantha)
        1. Search committee, Academic Career & Executive Search (ACES), seems to be taking our feedback into consideration
        2. [VP for IDE job posting](https://acesrch.applicantstack.com/x/detail/a21esjytgktz) is up
           1. Closes on 11/28/22
           2. Interviews will be finished by February
           3. Probably will have VP by Spring
        3. If want Samantha to come to individual commission meetings, please [email Samantha](mailto:Samantha.Clifford@nau.edu) 
           1. She can pass on feedback about the job description
     3. CoCom Letter to Search Committee and Search Firm
        1. Chris sent a draft to CoCom
        2. Similar to what was sent to the search committee for selection of last president (President Cruz Rivera)
        3. Question asked: do we think it would be useful to send this from CoCom or would it be redundant because of what Samantha is doing?
           1. Consensus that multiple voices saying the same thing will amplify the message
        4. **Proposed edits to the letter**
           1. Globalization typically has a negative connotation: instead use “global perspective”
           2. Add “global diversity”
           3. Modify reference to Indigenous tribes to talk about all statewide tribes in Arizona
           4. Include online programs as well – have mandate to expand online
           5. Capitalize ‘Indigenous’
           6. Include socioeconomic status and be mindful of institutional academic language that needs to be translated
           7. In the 2nd to last paragraph – include what we find valuable in this commission and what we would like to see in this role, including:

Experience in higher education and curricula – not just corporate atmosphere

Lived experience

Point made that we might run afoul of others with this language

We can certainly make it clear that we value it, but cannot make it a requirement

An emphasis on intersectionality and its relationship with diversity

Someone who understands where we are as NAU – political climate and history

Appreciation/capacity to elevate NAU at all levels

Relationship-building

Understanding of colonialism/settlerism and indigeneity

Awareness of class diversity and working class identity

* 1. **Updates from Co-chairs on Commission Programming**
     1. Opportunities to collaborate?
        1. Chris will send out flyers from each commission if they are accessible
        2. Lauren volunteered to review flyers for accessibility
     2. **CDAD**
        1. DPHM – please attend activities as able and spread the word
           1. Please share the [DPHM page](https://in.nau.edu/cdad/dphm/)
        2. Kiara asked if the Social Media Accessibility workshop (October 14th, 12:00 – 1:00 p.m., Zoom) will be recorded
           1. Lauren: yes, it will be recorded and hosted on the Accessibility website
           2. Lauren will reach out to Kiara and let her know where it is
     3. **LGBTQIA Commission** 
        1. Helped fund Dr. Steven Moekel’s concert last night as a Coming out day event
     4. **CNA** 
        1. Lots of new members – moving toward a collective voice (instead of having commissioners) to be more inclusive
        2. Kiara and Alisse are working with a small group to move forward the indigenization process of NAU
           1. Working through and incorporating CNA
        3. November is Native American Heritage Month
           1. Working on programming now – will send out flyers soon
  2. **Faculty Symposium** (Samantha)
     1. Will have break-out session on images and representation – but struggling to find ones for disability
        1. NAU Marketing seems to have hardly any with individuals with disabilities
        2. Samantha asked if CDAD wants to approach NAU Marketing about this issue
           1. Lauren commented that it is a balance of not tokenizing individuals with disabilities and getting real representation. There also might be some older DPHM images if you dig.
        3. Chris reminded everyone that explicit representation of disability is “just one slice of the pie” and suggested discussing hidden/invisible disabilities at the symposium
  3. **Diversity Leadership Group** 
     1. CoCom asked what we can do in the interim during the search process for the VP of IDE (where is there latitude, what embargos are there, where can we move forward and in what ways)
        1. The DLG requested to see what we wanted to do so they could determine if they can support any efforts and if there are other similar efforts already ongoing that CoCom can join in on
     2. In response, Chris drafted a (non-comprehensive) list of CoCom’s priorities
        1. Feedback offered about list:
           1. Add reproductive health as a priority – especially since NAU is a female-serving institution

And clarify that abortion is only a small portion of reproductive health

Also be sure to include the history of sterilization of Indigenous and African American peoples, as well as individuals with disabilities, in the conversation

* + - * 1. Discussion about uncertainty if NAU employees are allowed to be in an activist role for abortion, even outside of work

Suggestion – invite person from legal team to CoCom to get clarification on what can say/do in work role and in personal life

Lauren: employees are allowed to engage in activism in our personal life, but can’t during work time or using our NAU email or resources

But need clarity on what is political activity now

* 1. **Chronic Illness Support Group Letter**
     1. Shane updated CoCom on the developments with the CISG letter, including the rejection from the president’s office and the rewriting of the letter addressed to Faculty Senate
     2. Shane asked if Disability Resources would still be part of the new proposed notification system
        1. Audra will follow up to answer this question
     3. **Suggestions for letter:** 
        1. Replace word ‘warns’ with ‘notifies’
        2. Shane and the CISP will revise the letter, while **James and Audra will write up supporting letter**
     4. Samantha reported that CSW voted to support the letter at their last meeting

1. **Adjournment:** Chris thanked the co-chairs for their work and adjourned the meeting at 11:34 a.m.