**DIVERSITY TASKFORCE MEETING: TASKFORCE ON PRIORITZATION**

**Meeting Minutes**

**November 14, 2018**

**Meeting Began at 3:36 P.M.**

**Attendance:**

Priscilla Mills

Lauren Copeland-Glenn

Tom Uno

German Ferman

Nick Rathbone

Ivy Banks

Kevin Gustafson

**Overview of Diversity Strategic Plan:**

1. How we got here
   1. Idea to hire a CDO and do long range planning for diversity.
      1. This idea had not been coordinated in any official capacity in the past.
      2. When the last CDO left we decided to keep pursuing the plan.
   2. Plan is written by committee.
   3. The Plan is in a good place but needs fine tuning and more input, metrics.
      1. Want the plan to be in line with the University Strategic Plan.
      2. The language in use around the goals and objectives works well and outlines the commitment to diversity.

**NAU brochure:**

1. Provides several good examples of “I statements”.

**Where we are in the plan process:**

1. Currently creating a document that is being referenced in the University Strategic Plan.
   1. The DSP is explicitly referenced in the University Strategic Plan in Goals 1 objective 4, 4 objective 1, and 5 objective 4.
2. We will be receiving more metrics soon to help with the planning.
3. Taking in student concerns
   1. IMQ space development of the Kaibab room.
      1. The space will be for student to student interactions, trainings and programs.
   2. Looking into student training about communications styles and values of the university, with a focus on diversity.
      1. Training will either be “homegrown” or through the Everfi training package currently in use by the university.
         1. Some topics include Identity and Microagressions.
      2. Inclusion Zone training 101 has been implemented this semester, 102 will be implemented in the spring.
         1. These trainings are open to everyone.
      3. Would like to also look at implementing Disability Zone.
4. The University Plan roll out will happen during spring 2019.
   1. Unit and divisional diversity strategic plans will begin during this roll out as well
      1. They will need to start thinking about budgeting

**Surveys and Data Gathering:**

1. President has approved a student survey every few years by EAB.
   1. This will be a comprehensive student survey for diversity and climate
   2. Currently looking for a good survey for faculty and staff, suggestions welcome

**Role of the Task Force:**

1. Role is priorities, but we are always open to adding strategies where necessary.
   1. We need to focus on moving priorities into “pots” for reasonable implementation
   2. Get feedback on organizing the strategies, how do we best go about accomplishing the goals of the plan?
   3. Strategies in Goals 1-3 need to be organized and prioritized
   4. With a structured wish list we are hoping to get budget dollars allocated to have some things done
2. Where should we start?
   1. We need to start with common language
      1. Define diversity across the university both academic and non-academic units
   2. There may be change fatigue but we can’t but getting everyone to the same starting place is important
   3. Building diversity into the structure will provide more success
   4. We need to create priorities that can happen in 1-3 years, 4-6 years, 7-10 years and beyond
      1. We can then scaffold priorities based on whether or not something needs to happen first
   5. We need to recognize the specific and increasing diversity within the state of Arizona as a reality
   6. There is a lot happening on campus already. Part of Goal 1 is an audit of the current resources and attempt to break silos that exist
   7. It’s important to provide incentives to promote the importance of the DSP
      1. Meaningful credit for service
      2. Diversity course development

**Call to action and meeting end:**

The meeting ended with a call for all task force members to review the current plan, the university strategic plan, and begin to prioritize the strategies based on the discussion and the specific time goals. Members were asked to send thoughts/suggestions to [CUAI@nau.edu](mailto:CUAI@nau.edu) with the task force name in the subject line. Members can also bring thoughts/suggestions to the next meeting which was set for Monday, November 26, 2018, in the Graduate College Conference room from 3:30 -5.