**NAU Diversity Strategic Plan**

**Prioritization Task Force**

**February 11, 2019**

**Meeting Notes**

* Attendees
  + Priscilla Mills
  + Lauren Copeland-Glenn
  + Megan Trout
  + German Fermin
  + Grace Ditsworth
  + Calvin Legassie
  + Debra Edgerton
* Attendees introduced themselves.
* Discussion of Diversity Fellow hiring status.
* Discussion of prioritization status.
  + Moved through Goal 1 in prior meetings.
  + There is a spreadsheet with columns for 1-3 years, 4-7 years, and 7-10 years.
    - Each strategy within the Diversity Strategic Plan is being placed into an appropriate column based on discussion and consensus.
    - A strategy can be in multiple columns if it will need to be started soon but be built upon in future years.
    - The spreadsheet will be sent out along with minutes after the meeting.
* Discussion of meaning of:
  + Dream Zone
    - Zone for “DREAM” students or individuals without documented immigration status.
  + GLI
    - Global Learning Initiative
* Discussion of how the Metric task force overlaps and priorities for this task force.
  + Metrics task force will review the result of the prioritization task force to determine what further metrics are needed.
  + Last meeting for the Metrics task force, Laura Jones, Chief Data Officer, discussed data and resources that are already available.
* Discussion and prioritization of Goal 2: “Increase, support, retain, and graduate historically underrepresented students.”
  + Section 2.1 “Enroll, support, retain, and graduate diverse students in increasing numbers per metrics identified in Section 5.”
    - Section/Goal 5 is “Confirm clear accountability and correct communication surrounding diversity strategies at all levels of the university.”
      * Section 5.1 is Accountability and Section 5.2 is Communication.
    - Discussion of how to measure the success of “support” and whether to remove that term from this Section 2.1.
      * Calvin shared about the Metrics task force discussion of how to measure less tangible goals like this, such as logging participation, # of events/offering, surveys, etc.
    - Discussion of EMSA work specific to measuring “support” and possibly data resources.
    - Tabled removal of “support” to future meetings after EMSA provides comments to section 2. Left “support” highlighted in DSP draft #5.
  + Section 2.2 “Develop and implement a required online learning module for all admitted students to complete before beginning classes that will explain.”
    - Discussion of My Student Body, which focuses on drug/alcohol use and some Title IX. Health Promotion provides the training right now.
    - This online learning module may replace My Student Body in order to get some additional training concepts on university values, discrimination, and safe working environment. My Student Body’s contract is up for renewal.
      * A vendor is being considered who already provides employee training to purchase a site license to be able to add students.
      * Discussion about the course required of students about diversity, which is very general.
      * Discussion of value of online learning module: shown not to be as effective but more accessible and convenient.
    - Discussion and consensus of placing Section 2.2 in years 1-3 of prioritization.
  + Section 2.3 “Undergraduate and Transfer Strategies (To be expanded by EMSA and academic areas)”
    - Discussion about “Increase diversity and inclusion related student scholarships, travel, conference attendance, and study abroad opportunities”: is that meaning scholarships etc. for specific diverse student groups or increasing overall opportunities for all students?
      * Discussion about if EMSA will have access to this data to know what has increased.
      * Discussion and consensus of tabling this item.
    - Discussion about “Increase support for financial aid through the NAU Foundation and non-NAU resources.”
      * Discussion of needing more information from NAU Foundation as well.
        + Discussion of history of AZ law requiring that specific demographic scholarships, etc. needing to be handled by non-state entity, so had to be moved to NAU Foundation to be managed and allocated.

Example: Martha Portree scholarship from the Commission on the Status of Women

* + - * + Discussion of needing to know the strengths and needs of existing scholarship funds related to diversity.
      * Discussion of needing to get these scholarships endowed to ensure long-term support.
    - Discussion about needing more information from EMSA to address section 2.3 based on current needs.
    - Discussion about phrasing of “Partner with alumni/developing alumni affinity groups” to include student alumnae mentorship program by affinity groups – added as a sub-bullet.
      * Discussion of needing more information from Career Services to know if there is anything already offered like this.
      * Discussion of CMS management system to connect alumnae with students.
      * Discussion of alumnae events for specific affinity groups.
        + Added sub-bullet.
      * Discussion of alumnae returning to campus to provide events and other support.
    - Discussion of “Expand visibility of programs and services”.
      * Discussion of if there is a club tabling fair or not.
      * Discussion of creating an existing database of clubs for diverse students, and added as a sub-bullet.
        + Discussion of IMQ website listing but needing to be updated.
    - Discussion and consensus for tabling 2.3 until more information is provided by EMSA.
  + Section 2.4 “Graduate Student Strategies (TBD with student leaders and GC/GSA input)”
  + Discussion of mental health of students being a priority in terms of students dropping out and needing more therapists who are culturally component for serving historically under-represented students. Also, discussion about financial considerations for students.
    - Discussion and consensus of placing this under section 2.1
* Wrap-up discussion of today’s accomplishments and plan for next meeting with additional information.
  + Request for more information on diverse students for next meeting, which is available on the IRA website via IPEDS report: [https://in.nau.edu/institutional-research/#](https://in.nau.edu/institutional-research/)
* Next meeting is February 25, 2019 at 2:30PM in the Graduate College.