**NAU Diversity Strategic Plan**

**Prioritization Task Force**

**April 29, 2019, 2:30 p.m. to 4:00 p.m.**

**Meeting Notes**

* Attendees
  + Priscilla Mills
  + Lauren Copeland-Glenn
  + Megan Trout
  + German Fermin
  + Calvin Legassie
  + Debra Edgerton
* Priscilla and Lauren discussed the process for creating a new draft of the Diversity Strategic Plan (DSP) with a new layout based on the task forces prior work this year.
* Priscilla shared a draft of a DSP Implementation Plan with a timeline.
  + Summer 2019
  + Fall 2019
    - DSP implementation assistance groups (IAG) will be established to assist VP areas and their departments with creating and implementing their DSPs. IAGs will consist of members from the diversity commissions, experts in diversity from across campus, and university leadership.
    - Each VP area will establish DSP implementation working groups (IWG) which will meet with IAG representatives for guidance in formulating DSPs and timetables. IWGs will be determined by the VP area, consisting of representatives from each VP area, department, and high ranking members of area leadership.
      * Discussion of potential difficulty finding individuals to participate in these initiatives and getting credit.
      * Discussion of the rationale for the groups based on prior work by the task forces indicating such teams were needed.
  + Discussion of how long the final DSP will be available on the website for review before being official. The hope is by end of September.
  + Discussion of whether the president has seen the DSP. She has, but has not provided feedback. However, it is mentioned in the University Strategic Plan and other marketing materials, so the DSP adoption process appears to be institutionalized.
* Discussion and presentation of new version of DSP.
  + Each goal is now outlined by objectives with subheadings by dates (1-3 years, 4-7 years and beyond) to implement, and then metrics to be used. It increased from 11 pages to 29 pages.
    - Discussion of using objectives 1-5, for example, versus 1.1 to 1.5 for each goal.
  + Instead of having links throughout the document, resources will be listed in a separate section. Instead, the links in the document will go the resources page/section.
  + Discussion of funding for stipends and release time for diversity-centered activities, which will have to be a process with the Provost. Discussion of the new Provost’s outlook and track record on diversity. She previously sat on the University Strategic Planning Committee, and was the Assistant VP of Research.
  + Discussion of some goals/objectives not having long-term strategies and action items (4-7 years and beyond).
  + Discussion of re-visiting objectives to ensure the titles encompass all strategies to be used and convey the intended message.
  + Discussion of Goal 4 beng used to describe how metrics can be collected and managed, synthesized, and published (dashboard). Not sure yet if this will be done through the CUAI or Diversity Fellow, who will be responsible (centralized, departmental, college), and who will compile the assessment of progress towards goals.
    - Discussion of working groups deciding who is responsible at a department level for gathering the data.
  + Discussion of feedback on initial impression of the DSP. Individuals would like to time to review it. Requested that feedback be provided back to Priscilla and Lauren before the summer. Discussion of not sending the draft to anyone else until it is finalized with Diversity Fellow and President feedback provided.
* Discussion of status of task forces as temporary entities or evolving into other entities. Discussion of including future of task forces in the DSP. Will IAGs consist of the previous task force topics? Perhaps include this information about the task forces/IAG formation in the implementation plan.
* Discussion of IAGs having bylaws and being University Committees or officially designated groups. Discussion of clear tasks and workload information as well as representation. Discussion of credit for service (FAAR) at the same level of credit for other committees, with term limit definitions. Discussion of a college standing diversity commission.
* This is the last task force meeting of the semester.
  + Discussion of meeting over the summer without people who are off contract.
  + Wrap-up thank yous and planning.
* Diversity Award Celebration May 2nd at 6:00 p.m. at High Country Conference Center.
  + 6:00 to 6:30 p.m. mingling/cocktails and hors d’oeuvres
  + 6:30 p.m. award presentation
* One more metrics task force meeting on Wednesday, May 8th at 10 a.m.