**NAU Diversity Strategic Plan**

**Prioritization Task Force**

**April 8, 2019, 2:30 p.m. to 4:00 p.m.**

**Meeting Notes**

* Attendees
  + Priscilla Mills
  + Lauren Copeland-Glenn
  + Megan Trout
  + German Fermin
  + Tom Uno
  + Calvin Legassie
  + Debra Edgerton
  + Rebecca Gordon
  + Gerald Wood
* Discussion of Goal 2 *“Increase, support, retain and graduate historically underrepresented students”*
  + Information and feedback received back from EMSA.
    - Section 2.1 EMSA recommended adding 10 bullets (there were none in this section previously).
      * Ivy Banks provided written feedback to EMSA. Discussion of her recommendation to make language in section 2.1 more general rather than referring to specific student population language (“Native American”).
        + Discussion of comparison to the overall University Strategic Plan.
      * Discussion of some of the EMSA recommendations already being started and using language “continue…” or “build on…” for prioritization purposes.
      * Discussion and consensus to add language that reflects a goal to compare NAU student, faculty, and staff demographics with AZ population for certain groups (i.e. Latin-X, Native Americans, etc.)
        + Develop targets for communities that are historically underserved.
      * Discussion of EMSA’s section 2.1 recommendations being focused on recruitment rather than retention.
    - Discussion of HSI being Hispanic Serving Institution and that it means additional grant funding and programs. Yuma campus is already HSI.
      * Discussion and consensus for adding section 2.5 to address HSI.
        + To look into: ACE Fellow writing HSI white paper.
        + Inventory existing programs.
    - Discussion of Section 2.3 EMSA feedback.
      * Discussion of why transfer students was recommended to be taken out.
  + Discussion of Residence Life initiatives for learning communities intended to improve retention rates. However, concerns brought up by the Commission on Ethnic Diversity were not fully addressed about no consideration for diversity, 1st year college students of color, etc.
    - Added language to DSP to require “evidence-based research and consultation through the commissions and academic departments to underscore the impact that it will have on the communities (diversity-related).”
  + Discussion of the online learning module mentioned in goal 2.2, which will be required for all students and is being purchased.
    - Discussion and consensus to change language for 2.2 to read “Enhance and deepen curricular, extracurricular, and co-curricular access and offerings” with additional sub-bullets for areas to develop, evaluate, expand, and improve.
      * Discussion of need to address training for faculty sponsors of student groups.
  + Discussion of updating the layout of goal 2 to reflect objectives in section 2.1 and strategies in the following sections.
  + Discussion of including language about the influence of faculty and staff on student retention within Goal 2.
    - Rebecca will draft possible language.
* Discussion of possibilities for department/unit level roll-out of the Diversity Strategic Plan (DSP) and accountability, hopefully via the Diversity Fellow.
* Discussion of new University Strategic Plan layout with objectives and sample strategies.
  + The University Strategic Plan will “marinate” over the summer. Division level plans will be developed over Fall 2019.
  + The University Strategic Plan and DSP will now be rolled out at the same time.
* Discussion of NAU not currently having a Native American land acknowledgement on the website or as an example for starting presentations.
* Discussion of plan for next meeting.
  + Next version of DSP with language and other changes will be reviewed.
* Next task force meeting will be Monday, April 22nd at 2:30 p.m. in the Graduate College conference room.