

*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.*

**CoCom**

MINUTES

Friday, April 22, 2022

11:00-12:30 p.m.

Zoom link: <https://nau.zoom.us/j/82034706774>

Meeting ID: 820 3470 6774

Password: COCOM

1. **Call to Order**
   1. Jamie Axelrod called the meeting to order at 11:04 a.m.
   2. **Land Acknowledgement**
      1. Jamie Axelrod read the land acknowledgement
      2. Discussion about land acknowledgements
         1. Jamie suggested for CoCom to officially adopt Gretchen’s version of the land acknowledgement
            1. Agreement that Gretchen’s version has more ‘meat’ behind it
            2. In the fall, CNA plans to collaboratively design a better land acknowledgement for the whole university, which CoCom will also support

Until then, maybe use Gretchen’s

Decision to hold a quorum at CDAD’S next meeting

* + - 1. Land acknowledgements seen at some other institutions have also acknowledged undocumented immigrants and the forced labor of African Americans
      2. Part of the purpose of the land acknowledgement is to state allyship
      3. [Sample of Kansas State land acknowledgement by students (video)](https://vimeo.com/466438602)
  1. **Roll Call:** 
     1. Jamie Axelrod, Lauren Copeland-Glenn, Shane Canitz, Chris Lanterman, James Ingram, Samantha Clifford, Alisse Ali Joseph, Chelsea Green, Sean Parson, Gretchen McAllister

1. **Updates:**
   1. Diversity Award story in the NAU Review next week
      1. Letters should have gone out to awardees; if not, they will find out in NAU Review next week
      2. Still not sure of potential dates for presidential installation
         1. Will still be able to provide input on what we want for Diversity Awards Celebration
   2. **Co-chair stipends**
      1. Diversity commission co-chairs will receive $1,000 per AY starting July 1st
         1. Stipends will hopefully encourage more people to step up into leadership roles, and award those doing the work
      2. Need to align co-chair elections so shifts in co-chairs happen at the end of spring semester each term
         1. May need to be some amending of bylaws (please check your bylaws)
      3. CNA will have co-chair elects shadowing current co-chairs each year before they become co-chairs themselves
         1. Asked for suggestions on how to stagger co-chairs when both started at same time.
            1. Gretchen: CED told the commission that whichever one of us is replaced (staff vs. faculty stepping up for new co-chair position) will step down
      4. Gretchen asked for suggestions for how to motivate individuals to step up into the co-chair leadership role (beyond the $1,000 which hasn’t help yet)
         1. Lauren suggested for CoCom to work on helping each commission think of a way to help cultivate leadership, starting next semester – perhaps a commission leadership program
      5. Question on how to know what to use the diversity commission budget funds for
         1. Lauren will work on this over the summer, and will create a written document for the co-chairs to refer to
   3. **Hiring second GRA for next year**
      1. Will be a full-time graduate assistantship
         1. Will still have Shane (will have two GRAs)
      2. Please help get the word out – must hire by June
         1. Applications due May 13, review the next week, interviews week of May 23rd, final interviews week of May 30th
         2. Will send posting (job description) after meeting
   4. **VP/CDO search**
      1. Not sure if search firm, but will still have search committee from NAU
         1. Will keep updated over the summer
2. **Commissions Report Out**
   1. **CDAD**
      1. Jeremy Musgrove has been leading a book club on Disability Visibility (currently for CDAD members only)
         1. Will roll out to broader campus in the fall
      2. Heard from NAU4ALL – plan to help promote the Disability Cultural Center
         1. Ongoing progress – lots of questions yet
         2. Want to connect with Cole Eskridge – he has experience with the center at U of A
      3. Advocacy around students/staff with chronic illness: considering options related to mask ‘unmandate’
         1. Removing mask mandate has made it challenging for students who are immunocompromised or who have chronic health issues to be in classes around others without masks
         2. CDAD plans to help the NAU-sanctioned student-led chronic illness support group advocate for other options
            1. CDAD has engaged with the support group, who have been instructed to draft a letter to send to the president and perhaps the Public Health Advisory Committee, asking for guidance for faculty teaching classes with immunocompromised students
         3. Grant Pemberton (the student leader of the chronic illness support group) and Shane will take these ideas back to the support group and will draft a letter to bring back to CDAD
         4. Several co-chairs expressing support for this initiative and added that other populations are also being affected (younger children who cannot yet be vaccinated, Indigenous populations)
         5. Suggestion to have a special meeting over the summer to collaborate on this topic
         6. Shane will bring the information from today back to Grant and the rest of the support group
   2. **CED** 
      1. Gretchen expressed appreciation for representation of other organizations at CED meetings (helps build allyships)
      2. Most of the last meeting was dedicated to responding to the latest draft of the strategic roadmap
         1. Much of the suggested changes involved wordsmithing and intentionally communicating what was wanted via a CED lens
            1. Dani put together all the comments, which Dani and Gretchen plan to submit as feedback
            2. Gretchen asked where this feedback can be submitted
            3. Jamie responded that although the deadline is passed, feedback can still be sent to Laurie Dickson
   3. **LGBTQIA Commission** 
      1. Pride Drive-in this Saturday (parking lot behind Cline library)
         1. Resource fair 2-4, talent/drag show 5-7, screening of film ‘Luca’ 7-9:30
         2. Free t-shirts for the first 100 people
         3. Cost covered by IMQ
   4. **CSW** 
      1. Shout out to Period at Flagstaff
         1. Stories about them printed both in the newspaper and in the NAU Review
         2. Free period products now available in much of the university
      2. CSW voted to buy a lock for a lactation room in either Cline or Union
   5. **CNA**
      1. Lactation spaces on campus – collaboration with CSW, EAO, and NACA
         1. The group is moving forward, and CNA is happy with their progress
         2. Also have a draft in the works for NAU policies
            1. Will continue working on during the summer and fall
      2. Last CNA meeting of the semester was yesterday
      3. Planning end of summer retreat – will be day-long and in-person
         1. Will talk about past and where want to go as committee, as well as actionable items to accomplish as a group
         2. Still refining bylaws (plan to finalize by fall)
      4. Indigenous Convocation (May 5th )
         1. 99 graduates this year
         2. Volunteers still needed
      5. Want to start book club
         1. Plan to read and discuss books, then invite the author to come to campus
         2. Suggestion for first book: “Native Prescence and Sovereignty in College: Sustaining Indigenous Weapons to Defeat Systemic Monsters” by Amanda Tachine
      6. Poll about how to meet next year
         1. Results were overwhelmingly in support of hybrid meetings
         2. Meetings will be Thursday (2 – 3:30 p.m.) on the third week of the month, except in December which will be on the second week
3. **University Advisory Board** (UAB: Jamie Axelrod)
   1. Initial meeting – (was able to ask some questions about roadmap)
      1. Intro meeting which focused on what UAB would look at, how it would function, and its charge
         1. Jamie was impressed with the breadth of what will come before UAB for discussion (lots of high level administration decisions)
         2. Jamie reports that the president wants the UAB to help him be transparent and share accurate info across the university
            1. President also made very clear that the UAB did not replace advice from any other sources, such as CoCom or diversity commissions (additive, not subtractive)
         3. There will also be a Budget Advisory Board
            1. But overall budget priorities will also come before the UAB
      2. Was not a lot of time for content in this introductory meeting
         1. However did get information from Laurie Dickson about the process going forward with the roadmap
            1. Pending feedback coming in, the fourth draft shared with the university will be the final draft, but there will be a chance for minimal feedback and revisions
            2. Roadmap *does* need to be approved by ABOR
            3. With each draft, there have been conversations with individual ABOR members and have received their feedback on content and language
            4. Jamie asked what feedback was received from the regents and how this influenced the shaping of each subsequent draft

Indicated that for most part the response and feedback from individual members was positive and supportive of the direction of roadmap

But some members were concerned about language being utilized and wanted the focus/language to be on all students, instead of the specific groups being identified

Some of these changes were likely made to help the roadmap pass ABOR

Language in some areas was also highly technical to the point that those outside of academia might not understand it

The board suggested making the language plainer and more digestible

Ex: Universal Design

* + - 1. President weighed in and said that to achieve the ends the roadmap was established for; we need to clearly define what we mean by equity for the audience
         1. Also pointed out that this could empower us to utilize the roadmap in the ways that it was originally designed for, even if some of the language has been altered: a way to get back some of the strength of the intention of the roadmap
         2. How to define it?

Jamie: By making it clear in the vision statement what equity means to us

* + - * 1. Chris: who is taking this on?

Jamie: Laurie Dickson?

* + - 1. President said his approach to achieve the outcomes/intentions of roadmap is not to pick little items to work on but to implement large overarching programs on campus, each of which would be able to address many of the objectives
         1. Didn’t share what these initiatives would be but that he has plans in the works
    1. Pledge tuition – believes shifts will only occur for incoming students
       1. Didn’t have big enrollment discussion beyond tuition
    2. Next UAB meeting on May 2nd
       1. Jamie will not be in town and asked Chris if he can go in his stead as the incoming CoCom chair

1. **Commission Goal Setting for AY 22-23**
   1. Lauren suggested that each commission should use their first meeting in the fall semester to think about what they want to accomplish during the next AY and create a plan
      1. CNA has a day-long retreat planned to do this
2. **Old/New Business**
   1. **Institutional campus climate surveys** 
      1. Faculty Senate was discussing two surveys last week (HERI and COACHE) to potentially use as a climate survey
         1. Gretchen has looked at these surveys, and only saw one question that looked at diversity
         2. Lauren has recommendations for climate surveys – has done both above surveys and neither were particularly helpful for diversity-related climate
      2. Suggestion to use HEDS Diversity and Equity Campus Climate Survey
         1. Gretchen: aligns with wording ABOR wants us to use
         2. Suggestion for Chris/Jamie to bring up at UAB
            1. And make sure metrics are in alignment, since goals have switched
3. **Adjournment**: Jamie Axelrod adjourned the meeting at 12:28 p.m.