**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.**

**MEETING INFORMATION:**

**Date:** Monday, January 23, 2023

**Time:** 12:00 p.m. – 1:30 p.m.

**Room:** In-person at the Union Oak Creek Room or Zoom

[Join Zoom Meeting](https://nau.zoom.us/j/89858257244?pwd=R0FEeUgwRjQvN29Vc0tGOHpSVENOQT09)

**Meeting ID:** 898 5825 7244

**Password:** 341753

**CED January Minutes**

I. **Call to Order, Land Acknowledgement, and Introductions**

1. Sharon Doctor called the meeting to order at 12:05 p.m.
2. Sharon Doctor read the land acknowledgment.
3. Introduction

Gretchen McAllister, Sharon Doctor, Prince Osei Agyemang, Arturo Torres, Chelsea Green, Gerald Wood, Joseph Ruiz, Traci Gleason, Christine Lemley, Rebecca Malone-Little Owl, Deya DeWalt, Martin Tease, Eric Otenyo, Ishmael Munene, Melinda Marquardt, Juliette Roddy, Linda Curley, Luis Fernandez, Melissa Armstrong, Nancy Navarro, Rosalicia Cordova, Sheena Hale, Angelina Castagno, Chris Paige, Valeria Chase, Wonder Wachara

II. **Approval of November minutes**

1. Sharon Doctor called for motion to approve the November minutes.
   1. Gerald Wood moved to approve the November minutes.
   2. Melissa seconded.
   3. All but Chelsea Green voted affirmative. Chelsea Green abstained.
2. Motion passed.
   1. Minutes approved.

III. **Special Community Guest**

1. CED welcomed Juliette Roddy, The Chair for the Indigenous Peoples Advisory Council, to give a presentation on Coconino County Indigenous People’s Advisory Council (IPAC).
   1. Sections of the presentation include the following.
      1. Goal and action plan of IPAC
      2. Current membership of IPAC
      3. Activities for the year
      4. Future actions
      5. Opportunities to learn more about IPAC.
   2. [Email Juliette Roddy](mailto:Juliette.Roddy@nau.edu) if you would like to be involved.
   3. Concerns
      1. Is IPAC currently doing any work with the Commission for Indigenous People (CIP) on campus or indigenous circle of Flagstaff?
         1. There is a crossover with the indigenous circle of Flagstaff.
            * We do not coordinate Indigenous Circle of Flagstaff directly except through our membership.
            * We collaborate with them on events.
         2. For CIP on campus, we haven’t collaborated with them yet, however, we are regularly available.

IV. **Discussion topics**

1. Black Lives Experience Presentation at Kwanzaa
   * 1. There were negative comments that President of NAU was the only one who did not give an MLK video or a press release on MLK.
        1. Members of the Black community on campus are not happy about the incident.
     2. What role can we play as a commission to make sure that we do not lose the Black student, faculty, and staff population along the way?
     3. The problem is the lack of attention to the Black population whether it is on campus or in the community and the feeling of being left out.
     4. There needs to be attention paid across all communities otherwise it creates tensions.
     5. IMQ worked with Cline library to create a website page of information that got shared out to people just as an alternative for the MLK day since we could not meet in person to celebrate the day.
     6. Recognition and retention of the BIPOC faculty is very key in retaining students of color.
     7. Gretchen made a motion to draft a letter to the president as well as his communication team to look at the public communication especially from the President’s Office on these various celebrations.
        1. Gerald Wood seconded.
     8. All voted in affirmative.
        1. Motion passed.
     9. Volunteers to help draft the letter.
        1. Martin Tease, Gerald Wood, Sharon Doctor, and Gretchen McAllister.
2. Other NAU offices and community resources to invite to CED meetings.
   1. Office of Scholarship and Financial Aid
   2. Black Student Union (BSU)
   3. Equity & Access Office (EAO)
3. Ideas for CED event or sponsorship
   1. Diversity, equity, and inclusion course offered by [Moral Courage College](https://www.moralcourage.com)
   2. An event around anti-Blackness or in response to hate crimes and the ongoing violence impacting our communities.
   3. An event to talk about the relationship between diversity of thought and DEIJ and why the two should not be mutually exclusive.
      1. Gerald to suggest this idea to organizers of Teaching Day.
   4. [Email Sharon](mailto:Sharon.Doctor@nau.edu) if you have any ideas.
4. Volunteer opportunity for May convocations (Sharon)
   1. Rainbow convocation will take place on May 7th, the Sunday before commencement.
   2. On May 11th
      1. Indigenous convocation
      2. Hispanic Latine convocation
      3. Black convocation
      4. Veterans convocation
   3. Asian Pacific Islander convocation is on May 12th, in the morning before commencement.
   4. Need for volunteers.
      1. [Email Gretchen](mailto:gretchen.mcallister@nau.edu) or [Sharon](mailto:Sharon.Doctor@nau.edu) if you would like to volunteer.
5. Advocating for staff workshops, seminars, and opportunities regarding HSI and Indigenous Peoples opportunities.
   1. Luis Fernandez expressed his eagerness to involve staff in HSI programs.
      1. He mentioned the lack of communication of the HSI Teaching Day to some staff and stated that registration for the event was open to everyone including staff.
      2. He emphasized that lack of a centralized link to communicate information could be the problem.
      3. He is keen on putting measures in place to have a centralized communication system to prevent future occurrences.
   2. Concerns
      1. Can CED advocate for expansion of the role of HSI advisors outside of the provost office?
      2. How does the university want to organize itself in such a way that there’s a centralized structure that allows multiple different offices to coordinate with one another?
      3. There are structural issues of trying to figure out how the university is going to coordinate HSI efforts university wide.
   3. Gretchen suggested that HSI could connect with SAC (Staff Advisory Council) and the Training groups through Human Resource (HR) department.
   4. [Email Luis](mailto:LUIS.FERNANDEZ@nau.edu) if you have any concerns.
6. CED faculty co-chair for Fall 2023 start (replace Gretchen)
   1. CED co-chair needed to replace Gretchen after Spring 2023.
      1. [Email Gretchen](mailto:gretchen.mcallister@nau.edu) or [Sharon](mailto:Sharon.Doctor@nau.edu) if interested

V. Updates

1. Co-Comm
   1. Budget Current funds $5000
   2. Looking for high impact and efficient ways to work
2. Happenings at the IMQ
   1. Currently figuring out the backfilling of Dr. Tease who has been appointed for a special assignment.
   2. The assistant director for LGBTQIA-student services, Lee Griffin got a new position and moved over to human resources, they are going to post that position soon and move as quickly as possible to fill the role.
   3. IMQ is trying to formulate a plan particularly for providing some direct student support out of the Office of Inclusion for the Black and African American student community.
   4. Currently planning towards Black History Month
      1. Calendar will be out by the end of the week.
      2. Kickoff event is scheduled for Friday, February 3rd from 6:00 to 8:00 p.m. at the IMQ center.
      3. We are hosting different types of open house events.
      4. [Website](https://in.nau.edu/inclusion/black-history-month-2023-events/) has been set up for Black History Month
         1. Let us know if you want to post anything in relation to Black History Month
      5. Sodexo is going to be hosting lunch and dinner at the hot spot and the Dube the week of February 6th highlighting black and African American cuisine in the dining halls.
      6. Book display at the Cline library
      7. [Follow our Instagram](https://www.instagram.com/nau_inclusion/) page for book giveaways twice a week in the Black History Month
   5. Co-sponsored the Lunar new year celebration at the International Pavilion.
   6. Spring 2023 welcome dinner tonight January 23rd at the IMQ center, 5:30 p.m. to 7:30 p.m.
   7. Q Unity Welcome, January 25th, 4:00 – 6:00 p.m.
   8. Latin Dance Night, 7:00 – 10:30 p.m. at the International Pavilion.
   9. More information on MLK will be coming out within the week.
   10. Zone trainings are currently on pause to give us an opportunity to revisit, revise and revamp the content.
3. HSI
   1. Upcoming events
      1. HSRTC (research and teaching consortium) on January 24th, 9:00 a.m.
         1. [Register for HSRTC here](https://www5.nau.edu/elc/training/class_section/register?training_id=5476)
      2. Book discussions on January 26th, 3:30 p.m.
         1. [Register for the book discussion here.](https://www5.nau.edu/elc/training/class_section/register?training_id=5483)
      3. HSI panel discussion on February 15th, 3:30 p.m. to 4:30 p.m.
         1. [Register for HSI panel discussion here](https://www5.nau.edu/elc/training/class_section/register?training_id=5504)
   2. Plans to meet and engage students on HSI vision and Mission statement which will lead to a strategic plan.
      1. The strategic plan will be shared with CED members for their input.
   3. Hopes to build a structure that will keep HSI work running even when people transition out of office.
4. Other Commissions

VI. Reminders

1. CED Award Nomination [form](https://in.nau.edu/ced/nomination-form/) - deadline 2/20/2023
2. CSW film, “Break the Silence” on February 9 at Cline
3. Better together learning community for faculty event
   1. This semester is focused on research as an act of solidarity.
   2. Inviting speakers to talk about DEIJ and how to build a community specifically for people of color and people from marginalized groups.
   3. [Email Christine](mailto:Christine.Lemley@nau.edu) for more information
4. CDAD events
   1. Events will be shared via the listserv.

VI. Adjournment

1. Gretchen McAllister moved for the adjournment of the meeting at 1:35 p.m.
   1. All in favor
2. Meeting adjourned.
   1. Next meeting will be on February 6th, 12:00 – 1:00 p.m.