



**Commission on Ethnic Diversity (CED)  
GENERAL MEETING**

Thursday, September 15 2011  
12:00 - 1:30 p.m.  
University Union Oak Creek room

**MINUTES**

1. Meeting called to order 12:09
2. Introductions/In attendance:
  - a. Tom Uno, Melissa Welker, Georgia Totress, Gerald Wood, Christine Lemley, David Camacho, Deb Harris, Dulce Soto, Carol Cummings, Derya Suzen, Gretchen McAllister, Valeria Chase, Geeta Chowdhry
3. Vote on nomination of Christine Lemley as co-chair. All in favor. Christine is the new faculty co-chair.
4. 9 recommendations from Fall 2009 workshop
  - a. What is CED's focus for the year?
    - i. Clearly communicate expectations of how to treat others
      1. Faculty with students, faculty with administration
    - ii. Explicit guidelines and processes about what to do when rights are violated
    - iii. Require a certain amount of hours to training on cultural sensitivity
    - iv. Enforcement of policies in place
    - v. Institutionalized support including annual evaluation of how these supports are implemented on a department by department basis
    - vi. Foster a culture of support, respect and understanding
    - vii. Mentoring for new faculty
    - viii. Accountability on all levels
    - ix. Dialogue regularly across campus
  - b. Comments
    - i. Some are vague, so how do these look when they are actually implemented. What is diversity how is it played out?
    - ii. Idea is to provide some action toward addressing issues that faculty, staff, and students have identifies as issues.
    - iii. What will our focus be? We need to regroup so that people can get behind some goals and see some tangible outcomes. We are lacking involvement and participation. We want to bring this back.

- iv. Energy lost after some of the big accomplishments. Maybe a subcommittee to create a long-term strategic plan to be proactive rather than reactive.
  - 1. The commission's involvement with the Global Learning Initiative was a way to keep CED in the conversation.
  - 2. We are looking for those things that we can get behind again.
  - 3. Deb: Historically CED came from cultural ambassadors (faculty and staff) under President Hughes. Not a lot of substance behind it but it evolved into the commission. Not designed to exclude but had enough to focus on ethnic diversity issues. Ethnic Studies program came out of that. After the diversity requirement was implemented the commission lost momentum. There is a report that looked at why faculty was leaving but nothing has been done with it. This could be a focus for CED today. Where is the report? What can we do with it now? What are we doing with faculty and staff of color recruitment and retention?
    - a. Sara Aleman, Katherine Medina, Monica Brown, Miguel Vasquez, may have copies of this report. Possibly Affirmative Action.
  - 4. David: There are certain pressures on the university community by the administration but in defense of the administration it is in a reactionary mode in its own right because of what is being mandated by the board of regents and legislature. At one point there was a sense of community but there now seems to have developed a culture of self-interest and a separation between faculty and staff. How can we find the alignments between these factions? How can the commission build this community again? The approach may be one of reacting to what is happening on campus. Need to pay attention to what is happening academically. This can be the place where we find common ground between staff and faculty. How can we serve diversity and ethnicity broadly?
  - 5. Bring the co-chairs together to help develop a common agenda, so they can work together under the framework of each of the respective commission's mandates and goals.

- a. Can't understand race and ethnicity without knowing sex, gender, disability, or other human experiences (intersectionality).

## 5. Events

### a. Stir Fry Seminars

- i. New film coming out in November, called "If These Walls Could Talk" based on Color of Fear done with college students. Possibly bringing out the film as well as creator (Lee Mun Wah) and provide the training that comes with it. Co-curricular possibility. Pretty booked through December, but could be a possibility for next semester.
  - 1. Gretchen is working with Residence Life to bring the Stir Fry event, but Residence Life may take this and run with it.
  - 2. How do we get people who are involved in issues of diversity but do not have the best understanding of these issues (deans, directors, etc.)? How do we change perspectives so our students can be educated in an environment that is supportive and provides tools for dealing with issues outside of the community?
  - 3. Teaching academy is planning programming for faculty in January. Talk to Linda Shadiow to help reach a larger population than the "choir."
  - 4. Multiple efforts at trying to reach our objectives.
    - a. Community of practice around diversity
    - b. Multiple venues that need to be hit up
    - c. Don't reinvent the wheel. Resources already committed to this.
      - i. How can we work with areas that already deal with diversity issues?
        - 1. Res life
        - 2. HR trainers

3. Diversity training: Exists and can be tailored to different needs. But is not required like SWLE. Contact is Affirmative Action- Priscilla Mills.

5. Has a survey been conducted to find out what some of the issues are to make sure that we are covering issues that we may have overlooked? HERI report was done and is available, David will send out. Commission might be off base in the identification of issues.

b. Cultural Mapping

i. Gerald and Christine did a cultural mapping to identify safe and unsafe zones around the student's school. Red, yellow, green: Safety around identity.

1. NAU Global has an article that Christine wrote about this.

2. Students should be a significant piece to this discussion. Focus is on faculty but students should be better incorporated.

3. What are the experiences of the students?

a. Idea that they are not alone. Identify the spaces where students do not feel safe. This has been done at CCC and with students at Kinlani dorms.

4. Involve other groups to help gain a full picture of the campus. Intersectionality is something to focus on.

5. The visual aspect is very powerful and we should look to creating a large map of the university that has been coded in this way. Display on campus to see the spaces to spark discussion.

a. Retention is the key in this. How can we use this in retention of students and faculty?

b. Can there be a way to add to the data once it's created that can be built upon and will change with the new information?

6. Gretchen suggested that the entire time next meeting be devoted to this for the commission member's ideas.
  - a. Invite other groups to have CED train them so that they can go out and do this with their groups to bring in the extended data. Train the trainer meeting. Will invite other commissions. Anyone is invited from the commissions. LGBTA, CSW, CDAD, CNA, WGS, AIS, ES.
    - i. Everyone in attendance will create their own map but will learn how to facilitate this with other groups.
7. Can identification of the intersectionalities be represented as well (different groups – race, gender, age, etc. – identify safety in different ways – physical, discriminatory, etc.) – Suggestion for display-GIS can be used to display these visual maps in layers.
  - a. Groups can be created and people can choose to join particular groups. Grouped by lens.
8. Res Life does Safe Zone Training that might also intersect with this. Focus is on LGBT community and identifying safe areas and people.
  - c. Focus Group: How can CED be responsive to changing NAU contexts?

## 6. Awareness of Campus Initiatives

- a. Global Learning Initiative (GLI) Follow up
  - i. Possibly participate in the review of the proposals that come in to provide Harvey Charles with comments related to the ethnic studies requirement.
    1. Geeta suggests that we let this go for now. Commission agrees with this.
- b. First year learning initiative (FYLI)

## 7. Identify Semester Action Plan

- a. How to get more people involved?

**8. CED by-law subcommittees:**

a. Recruitment/Retention

- i. Put posters up in CAS and in Res Life and buildings to announce the meetings. Call Robert Chavez for help in distribution.

1. Put all of the commissions, dates, times and missions on the poster and send to president's office.

b. President's award

c. Membership/marketing

d. Academic Affairs

e. Campus Climate/Diversity

f. Organizational Liaison

**9. Executive Committee: Stay to identify meeting times**

**10. Future meeting times: Thursdays 12-1:30 (Oak Creek, Union): October 6 (DATE CHANGE); November 10; December 8**