



NORTHERN ARIZONA UNIVERSITY

Commission on Ethnic Diversity (CED)

General Meeting

Monday December 5, 2016

12:30-2:00 pm, University Union, Havasupai C

Meet-me line: 523-9119

Co-Chair Interim, Daisy Purdy (Daisy.Purdy@nau.edu), Gerald Wood (Gerald.Wood@nau.edu)

Meeting Minutes

1. Introductions

- Daisy Purdy called meeting to order at 12:33 p.m. Commissioners introduced themselves.

2. Hot topics (5-10 minute discussions)

- Commissioners got into small groups and discussed issues and concerns on the NAU campus. Dr. Phelps discussed attending facilities management meeting—there is an opportunity for CED to connect with facilities management and staff members at NAU. Gerald Wood discussed upcoming social mixers. Also, Gerald discussed working on the letter addressed to President Cheng. Commissioners discussed the intersectionality of the letter.

3. Diversity strategic planning by CED (handout provided)

- Commissioners discussed goals and strategy December 2016 handout at length: discussion on academic freedom, affordable housing, and NAU serving as a Hispanic serving institution. This letter is an attempt to provide concrete steps for change, and make sure there are no gaps in CED's goals. We hope some of these goals are realized. We must think about goals that are possible in a one to three year timeframe.
- Commissioners asked for clarification. Is CED to provide two distinct lists—one goal and strategies list and another recommendation list for the NAU diversity strategic plan? Does the letter mention DACA students?
- Commissioners discussed faculty senate meeting.
- Dr. Phelps stated that she has tasked each commission with articulating short and long term goals; it is in the best interest for CED to begin framing goals now. Dr. Phelps discussed editing retreat in January, where the co-chairs of the diversity commissions will review and edit the diversity strategic plan.
- Commissioners broke up into groups and discussed and edited the handout.

- i. Group 1: Commissioners discussed recruitment goals for students, the admission office has a goal to visit every single high school in Arizona to recruit. ABOR proposed a goal for NAU to have 25,000 student body by the year 2020. The ethnic studies department is already working on making NAU a Hispanic serving institution. Many students are segregated into pockets. There is an opportunity for more interaction—one opportunity lies upon NAU curriculum, there's some opportunities, like having Mexican nationals talk to Latino students.
 - ii. Group 2: CED cannot handle all of bias reported incidents, we do not have the logistical capabilities. Commissioners discussed parking issues on the NAU campus—parking dissuades many people from coming to campus. CED can also work on writing inclusive language for NAU brochures.
 - iii. Group 3: There is a disparity in salary across colleges at NAU. There is a disparity in terms of supporting travel, across colleges. NAU administration should consider years of service when considering salary. Commissioners discussed the COACH Survey.
 - iv. Group 4: Commissioners discussed urgency, given political and university climate. Discussion of possibly providing both short and long-term goals. Commissioners discussed equity in salary—can the language in the letter be more specific? Commissioners discussed possibility for CED to create an anonymous bias reporting tool. If we have specific reports and data, administration at NAU will better receive information.
- Commissioners discussed BEST, bias reporting tool. There are processes in place at NAU. Students can report bias incidents, discrimination, etc. But there is a problem with communication, in making sure people report incidents.
 - Given the political climate, there needs to be a way to empower faculty, a place where empowerment is accepted. Faculty need academic freedom.
 - i. The faculty senate will address this. The provost generated a report—CED can collect this information.
 - Gerald tasked commissioners with compiling edits/notes. Commissioners should email co-chairs before the end of the semester. Please email, specifically, what goals in the handout are CED specific and which goals are best for the diversity strategic plan.

4. Response from President Cheng to all commissions letter

- President Cheng was unaware that she needed to respond to the letter. Dr. Phelps discussed that she shared the draft of the diversity strategic plan with the president. President Cheng did not challenge any of the goals outlined the diversity strategic plan draft.

5. Statement from commissions to university community, petition for sanctuary campus, and letter of support for DACA students (handouts provided)

- Commissioners discussed Arizona State University's president, Michael Crow, and his statement on DACA students. Does CED want to take a stand? And what would a stand look like?
- Commissioners discussed that there are already mechanisms in place. We do not need the president's approval. We can talk to our students. We can take a stand. This is a time of leadership.
- Should CED write a consorted letter? There is a lot of fear, we can write a statement of support. Daisy spoke to that fact that, yes, there are codes of conduct in place, but many people do not report incidents of discrimination.
- Commissioners spoke about the sanctuary campus debate. The language posed to the faculty senate should not only include DACA students, but also language about the LGBTQIA community, women, Muslim students, etc. All these groups should be included in the language, because there is a possibility that if they are not included, DACA students will be more easily targeted.
- Commissioners spoke of the center for inclusion and multicultural services. The center is a safe space. Faculty and staff should lend courage to NAU community. We cannot wait on the president. We should say this to our students.
- Commissioners discussed SBS faculty letter. Feels like faculty are being censored. How can I talk of rape culture, without criticizing the president elect? How can leadership create safe spaces? We need to make sure there are resources of support. How can we counter, narratives? How do we speak to students? What does academic freedom entail? How can we teach inclusion, if political rhetoric is not?
- Commissioners discussed freedom of speech. The institution has and will support conservative speech—we are asking for the same respect.
- Commissioners spoke of the symbolism of providing a sanctuary campus. Symbols are important, this can help with recruitment and retention.