

Commission on Ethnic Diversity
Meeting Minutes
02/02/2015

I. Introductions

- 20 commissioners present

II. Follow-up to White Privilege Webinar- Angelina Castagno (Director, Ethnic Studies Program)

- The event was well-attended, over 50 people came
- How should we continue the conversation?
 - Do a follow-up discussion end of February not to lose momentum
 - There are different conversations going on around campus on the issue. The webinar and follow-up event could be a way of bringing the different conversations to one platform of discussion
 - Having student voices- it could benefit us in the follow-up
 - Having moderated discussion to guide the discussion
- Should we keep discussion to white privilege or open it up to race and equity issues?
 - Angelina and a few others expressed their openness to expanding the discussion to race and equity issues
- Angelina and Samantha Clifford from Faculty Professional Development talked about re-invigorating the Faculty Development Diversity Series
- To access the webinar contact Angelina Castagno or Samantha Clifford

III. Discussion with Priscilla Mills (Director, Affirmative Action and Equal Opportunity) and Diane Verkest (Director, Human Resources)

- CED is for the idea of making diversity training a requirement for new staff and faculty. CED invited Priscilla and Diane to talk about this idea
- Training options available for faculty and staff are mostly optional such as the supervisor academy (third round to be launched soon)
- Priscilla said diversity training is something her office is looking into
- There is opportunity to:
 - Improve on the available diversity training module
 - Look for a different vendor
 - Create a new training module
 - Develop the training into BB Learn platform
- Priscilla asked CED: What do you want to see? What format/content?
 - Gerald: Not to make the diversity training like all other training available. Maybe include face-to-face training?
 - General sentiment from CED members that making the training optional will make employees think they know but they don't
 - Have department chairs go through the program
 - Little discussion on diversity of thought
- What are peer institutions doing?
 - Some offer certificates and classes

- Is face-to-face training feasible?
 - It will take long to build it up. And then there is the issue of resources
- How to get faculty involved. It is a great incentive for staff
 - Buy-in from department chairs and deans
 - Talk to Faculty Senate
 - Give certificate of attendance
- What is the purpose of this diversity training?
 - For employees to come and stay here- retention
 - Increase faculty and staff understanding of diversity issues
 - For compliance purposes
 - Build a community, to know each other
 - Student retention
- Moving Forward
 - Use CED March meeting for further planning
 - Ask deans and chairs their diversity initiatives- an inventory of diversity on campus
 - All commissions will produce reports by end of academic year on what they have done. David Camacho will compile the reports and present to President Cheng

IV. Update on Campus Climate Assessment

- Survey is open to students only
- Survey will most likely go live this month. IRB approved it

V. Funding requests and funding policy

- Office of the President is hesitant to financially support academic events because they can get funding. The office can support conference participation for commissioners presenting on what their commission is doing
- President's Diversity Research Award is still on the table
- Evening of Jazz- Black History Month
 - Request for event funding
 - Jazz artist coming to NAU to perform on February 28
 - Jazz is known as black classical music
 - Event to be held at 1899. Plan to include wine but including wine will restrict student participation and budget support
 - Could have performance open to students and a restricted one
 - Forward budget to David Camacho

VI. Faculty Development Program

- Think about how would we want to do a diversity series

VII. Upcoming Events

- February is Black History Month. Visit nau.edu/bhm for more information

- One Drop of Love performance by Fanshen Cox DiGiovanni on February 18 (Ashurst 6-830 pm). Class visits on February 19. Please contact Christine Lemley if you plan to bring your class

Next meeting March 2, 2015 (1230-2 pm), University Union-Havasupai C

Meeting ends at 2 pm