



NORTHERN ARIZONA UNIVERSITY
 Commission on Ethnic Diversity (CED)
 General Meeting
 Monday February 8, 2016
 12:30-2:00 pm, University Union, Havasupai C

Meeting Minutes

1. Introductions/Community Building
 - a. Commissioners discussed their winter breaks.
2. Update: Vision and Mission
 - a. Gerald discussed strategic planning conversation with Eva Putzova, NAU Planning and Institutional Research. The vision and mission document is in its draft stages—it is currently being reviewed by NAU vice presidents.
 - b. Commissioners expressed various concerns: To who do we send comments about vision and mission document? Who is in charge of revisions? How can the vision and mission document better advocate for diversity?
 - c. Gerald will follow up these questions with Eva Putzova, and, afterwards, CED commissioners will send their revisions to NAU president.
 - d. Commissioners discussed the chief diversity officer national employment search. It is important for CED to voice opinions about who is hired. More information can be found at <https://nau.edu/Center-for-University-Access-and-Inclusion/Chief-Diversity-Officer-Search/>
3. Discussion: Theme: An NAU for All
 - a. Refer to Brown University report John Leung sent out to the listserv—Brown University’s action plan, highlights inequalities, diversity, and inclusion. Brown’s action plan requires every university department to have a diversity and inclusion and action plan before hiring requests are authorized.
 - b. Context for CED’s demands
 - i. Commissioners discussed ideas for a theme: Bryan Stevenson’s *Just Mercy: A Story of Justice and Redemption*, which provides a clarity of vision on diversity.
 - ii. Commissioners discussed the wording “NAU for All,” “It’s Your Education, Be In It.,” and “Compassion.” Commissioners advocated for using more descriptive language in mottos, to take into consideration our audiences.
 - iii. Commissioners discussed requiring every department at NAU to write a diversity plan, to have a collective conversation across campus about diversity.
 - iv. Commissioners discussed collaborating with other commissioners on a theme. Also, commissioners discussed aligning theme with student models of activism, and challenging narrative on ideas of inclusion.
 - v. Update on student climate survey: in its compiling stage, survey changed significantly from 1st round. Commissioners should send questions about climate survey to Mark.

- c. Compassion
 - i. Compassion comes from a sense of knowledge
 - ii. Information about the Compassion Project can be found at <https://nau.edu/sbs/events/compassion-project/>
 - 1. Poster sessions, walk-ins welcome, April 8th, 2016.
- 4. Centralizing Inclusion Efforts
 - a. CED had no prior knowledge of centralizing inclusion. CED did not have an opportunity to voice opinions.
 - b. Commissioners continued conversation of hiring a new chief diversity officer: how will search committee be balanced? Where is the position advertised?
 - i. More information at <https://nau.edu/Center-for-University-Access-and-Inclusion/Chief-Diversity-Officer-Search/>
 - c. Commissioners discussed President Cheng's open forum that will be held on February 16, 2016 at High Country Conference Center from 3-4:30 p.m. The presentation will include enrollment, research, capital projects, access, and engagement.
 - i. CED commissioners should attend and ask questions concerning, implications of centralizing inclusion, Title 9 vs. education qualifications for new chief diversity officer, the new role of CED, etc.
 - ii. Commissioners can ask questions during forum through a web link <http://nau-tv.com/Event/Id/284/>
- 5. Discussion: Update Website
 - a. Commissioners identified a small committee to work on website.
 - b. Commissioners discussed updating website with pictures, providing links to Brown University's action plan, and links to past events.
 - c. Arturo, G.A. for CED, can update website.
- 6. Future Meetings
 - a. March 7—University Union, Havasupai C
 - b. April 4—University Union, Havasupai C
 - c. May 2— University Union, Havasupai C
- 7. Announcements
 - a. National Conference, call for proposals, Tim Wise, keynote speaker, on February 22, 2016.
 - b. NAU Gospel Concert, Sunday February 14, 2016, 2 p.m.
 - c. Challenging Injustice Everywhere.