

Commission on Ethnic Diversity (CED)

Monday, February 5, 2018

12:30 – 2:00 PM

Havasupai AB

Co-Chairs: Tia Truss (Tia.Truss@nau.edu) & Gerald Wood (Gerald.wood@nau.edu)

Meeting started at 12:31PM

1. Introductions (5 min)
2. Updates on university issues (10 min)
 - a. Shared news articles related to AAUP grievance
 - b. Other issues CED should be working on?
3. Diversity Symposia (10 min)
 - a. Back on track
 - i. Will set up a couple of events this semester
 1. Offer a array of trainings that are helpful
 2. Will be geared to faculty and graduate students but is open to everyone.
 3. Will possibly work through faculty development.
 - b. After Spring Break
 - i. Diversity Strategic Plan is moving forward
 1. Would like to do something through HR
 - a. Cultural competency
 - i. Trying to build this into staff development, build it into the way we evaluate faculty and staff.
 - ii. Graduate students should hopefully receive faculty development
 1. Might work through GSG as a possible avenue.
 - iii. Should define what cultural competency is
 - iv. Should also tie it into broader discussions occurring in the nation.
 - v. Should look at the IDI (Intercultural Development Inventory) and see if we can offer it through HR.
 - b. Why should people do the training? How can we make it accessible?
 - i. Have CED and others present in a dropdown menu for development services
 - ii. Should be conscious of staff members times and schedules.
 - iii. Possibly split this up into two one hour chunks, one focusing on student services and one focused on classrooms.

- iv. Should meet up with Service professionals and classified professionals and have them share the idea to help make it palatable to their respective populations and see what barriers their might be.
 - 1. Meet up with Service Professionals(SAP) and Classified Professionals and have them share idea, make it palatable to their population. See what barriers there may be.
 - 2. Would like to send a memo to the president asking what is going on with the CDO (Chief Diversity Officer)
 - a. We might need to be more direct.
4. Diversity Zone (10 min)
 - a. Met last week
 - i. Intended to a be a structured approach to diversity training for people who are student facing.
 - ii. Safe zone should be updated to include diversity related topics
 - iii. Currently a WIP and willing to accept more people to working group
 - iv. Work will be ongoing during summer month
 - v. Several other colleges break up there training into multiple components.
 - 1. Examining other colleges will help us figure out our own style
 - vi. Another student survey should be done to figure out what students need.
 - 1. Figure out how to spread cultural competency across campus
 - a. Training can open their eyes but we need certification and awareness to reach cultural competency.
5. Diversity awards and banquet (10 min)
 - a. Material will be out later this week.
 - i. Volunteers needed to review applications
 - b. Feel free to nominate people, departments, organizations.
 - c. Wednesday May 2nd, will keep you posted about application due date.
 - d. Consider people you know who are a taking initiatives.
 - e. There should be an incentive to do training, give them certification, acknowledgements, access to the dinner.
6. Updates on working groups (5 min)
 - a. CED grants working group trying to identify further avenues to pursue.
 - i. Goal is to Identify and/or create grants
 - 1. Might have funding/sponsors through Global Learning Initiatives.
 - a. Would consider staff/students but due to nature of GLI faculty would be majority.
 - ii. How much can we use CED as 'Oomph' behind proposal
 - 1. Let CED know but can use their full support.

- b. Work have been done on the fraternal side to come up with a strategic plan for years to come.
 - i. Would like to work closer together, possible through IMQ. Possibly have a council or committee structure similar to CED and plan out events so that they do not conflict with others throughout the semester.
 - c. GSG update
 - i. Fundraising event
 - 1. March 2nd at Trail Crest Brewery
 - 2. 10% of sales go to scholarship as long as you mention the event.
 - ii. Panel discussion sometime in April about diversity in STEM
 - 1. Still a WIP
7. Announcements (please send to add to agenda or bring fliers)
- a. CED South of the Tracks
 - i. Event went well, had good attendance.
 - b. CDAD Mental Health Awareness Panel
 - i. Will be in April
 - c. Multicultural chat at the end of the month
 - d. NASS
 - i. Group of aboriginal students on campus this week. Will be attending lumberjack spirit day this Saturday
 - ii. Flagstaff wellness and healing pow-wow coming up on March 31- April 1st. Lots of space for tables and vendors.
 - iii. Simon Chief is the contact at NASS for this. Free Food as well. Starts at noon goes until 8pm.
 - e. Greek leadership conference coming.
 - i. Cultural competency test will be part of this.
 - ii. Students are facing discrimination for their Greek status. Will be using as a teachable moment.
 - iii. Will be partnering with ethnic studies
 - iv. October 13th for Black Leadership Summit
 - v. Event at Murdoch center for February 17, 3-4:15 P.M.

Meeting ended at 1:46 P.M.