

**Commission on Ethnic Diversity (CED)**

**Monday, May 7, 2018**

**12:30 – 2:00 PM**

**Havasupai AB**

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

**Meeting Minutes Began 12:35 PM**

Introductions (5 min)

**Announcement of Co-Chairs**

1. Denise Trimble-Smith and Rebecca Gordon are the new incoming Co-Chairs.

**E-Learning.**

1. All the tech people are moving to ITS.
2. Current situation is a little cloudy.

**Assistant Vice President for Community Relations collaborations and projects -Emily Allen**

1. Develop survey so community can provide input on work that they can do.

**Hispanic-Serving Institution (HSI)**

1. Concerned about NAU presenting itself as HSI without having the structure in place to do so properly.
2. First generation facility might be a good way to integrate with first generation students.

**Staff and Faculty Pay, Workload, and Equity Issues**

1. Possible disparity between Lecturers based on Gender.
2. Webpage that showed this information no longer is up.
3. Several people's workload has increased.

**Working Group updates**

1. Currently 6-7 working groups.
2. Diversity Strategic Plan has not met since Fall.
3. Diversity Zone: Starting the transition now and over the summer.
4. Facility development group: Will meet next week.
5. CSTAC/SPAC: Will float an idea for what kind of training facility wants. Have an array of training to select from.
6. Look at having funds for diversity related research for either facility, staff, and possibly students.

7. Examine and make sure we are prepared for DACA students, possibly make that a working group or add it into the workload for a working group.

### **GSG Update**

1. Will be recruiting various people at the Fall orientation

### **Vision for Next year**

- A. Should reexamine our vision and see how it has changed.
- B. The new co-chairs will examine the commissions history and also see where we are going.
- C. Examine past roles the commission has played.
- D. Should keep things in perspective.
- E. Should shift our focuses and broaden our scope if the advisory position no longer fits.
- F. CED should be the organization that people come to if they need help.
- G. Should be included in the chain of communication whenever an ethnic diversity related incident occurs.

### **Announcements (please send to add to agenda or bring fliers)**

- 1) Send out your announcements/flyers to the new co-chairs.
- 2) Graduate Teaching Assistant for Ethnic Studies.
- 3) Full tuition remission depending on assignment, health benefits. 10-20 hours.
- 4) Training Included for the position.
- 5) Diversity Strategic Plan. If you would like to participate and give feedback you can go to the Center for Inclusion's page to review and send in your feedback.
- 6) Concern over the part time nature of the CDO position. The CDO might be a staff member and this could raise further concerns. The part time nature of the position might not give the position any weight.
- 7) If you have comments and opinions about the DSP you should also bring it back to your relative areas and have others provide input so that you can provide feedback.
- 8) DSP is set to be rolled out in the Fall. There is concern about not having the time to give and receive answers about feedback.
- 9) Ivy Banks: Proposed a Diversity and Inclusion summit. Discuss best methods of implication.
- 10) Ivy Banks: Figure out the scale of workload the CDO will have to take on. Might not be possible for part-time worker to coordinate.
- 11) Shared Governance would like a report by May 2019 about progress. Might be a good idea for us to remember the question we have asked but not have had answered.
- 12) Needs to a focus on the people of the university rather the buildings and hardware.
- 13) May 22<sup>nd</sup>, is the True Life dress rehearsal, 3:30-5 at Prochnaw. Please go and give feedback.

### **Vision and Goals**

The Commission on Ethnic Diversity (CED) offers an opportunity for dialogue, shared experiences, and advocating change for people of color and allies committed to anti-racist, non-discriminatory and participatory practices through collaboration with other commissions, and units. CED seeks to create environments that reflect the struggles and successes of

communities of color in both the United States and in global contexts.

**For students, staff, faculty, and administrators, CED strives to:**

- ∅ Promote the recruitment and retention of students, staff, faculty, and administrators of color
- ∅ Advocate for equity in salary and working conditions by strategically negotiating policies and practices
- ∅ Contribute to the development of a welcoming and supportive environment for faculty, staff, and students of color
- ∅ Support the integration of academic and student affairs programming focused on racial/ethnic diversity issues
- ∅ Collaborate with other commissions to make recommendations to the Office of the President

**Future Meeting Dates and Locations**

All meetings are from 12:30 – 2:00 PM in the University Union, Havasupai AB with the exception of the Nov. 6<sup>th</sup> meeting which will be in HLC 2407.

**Future Meeting Dates and Locations**

Monday, May 7

**Meeting Ended at 2:05 PM**