



## NORTHERN ARIZONA UNIVERSITY

Commission on Ethnic Diversity (CED)

General Meeting

Monday November 7, 2016

12:30-2:00 pm, Health and Learning Center (HLC 20402 A/B)

Meet-me line: 523-9119

Co-Chair Interim, Daisy Purdy ([Daisy.Purdy@nau.edu](mailto:Daisy.Purdy@nau.edu)), Gerald Wood ([Gerald.Wood@nau.edu](mailto:Gerald.Wood@nau.edu))

### Meeting Minutes

#### 1. Introductions

- Daisy Purdy called meeting to order at 12:35 p.m. Commissioners discussed scheduling and location for future meeting. Commissioners discussed *Mas* performance play.
- Introductions.

#### 2. Hot Topics (Opportunity for people to meet each other and identify issues) 15 minutes

- Commissioners separated into groups. One group discussed current events—e.g. the World Series and the Cleveland Indian mascot, Standing Rock, strategic promotion of diversity events on NAU campus, and presidential elections.
- Commissioners discussed promoting a welcoming and supportive environment at NAU, recruitment and retention (being inclusive in recruitment), equity in salary and work conditions, parking on campus, looking at language opportunities to promote inclusion, recruiting students from local high schools, the STAR program, housing (tied to retention, faculty housing, and affordable housing), etc.
- CED wants to reflect their interests in the language of the diversity strategic plan.
- Commissioners discussed the interconnection between goals—“There has to be some kind of way to include our goals—to hold the university to a commitment. We must think about how we can generate action. Possibly think about providing a certain percentage of affordable housing.” Commissioners discussed the housing survey distributed to the campus community.
- Commissioners discussed what it means to be a Hispanic surveying institution. A university must be 25% Hispanic study body. “It is not just about enrollment, what are we doing about climate?” NAU can start and apply now, for the process takes up to 3 years.
  - What should NAU include in application, to show that NAU promotes Hispanic interests?

- Academic spaces, where people can see themselves in the curriculum. Spaces for social action, this will help with retention.
  - Commissioners discussed academic freedom.
- Commissioners discussed the **student orientation handbook**. “Why is the parent handbook more substantial?” “Why can’t students write a handbook, it will be more helpful with retention and connection of social action?” Handbooks do not necessarily promote diversity. CED should create a directory, there’s a need for a centralized place.
  - Commissioners discussed the “Latino Directory” at Berkeley, that showed offices/faculty members of support. Helped with recruitment and retention.

### 3. “How do we strategize?” Strategies for goals

- Students of color do not know there are resources. There are no questions in the faculty survey that ask if students feel safe with professors.
- Campus climate survey was written in the language of the LGBTQIA community. The language is divorced from the student of color experience. “There’s a need for intersectional language.”
- Commissioners discussed working conditions, exploitation of labor, and not being recognized for extra labor.
- “Can we ask for ABOR exertions, to increase 3 year teaching contracts? We have to see this in concrete terms.”
- Commissioners discussed central director—set as a homework assignment for commissioners.

### 4. Survey Results (Priscilla Mills)

- Priscilla discussed the survey, Great Colleges to Work For, conducted by The Chronicle of Education: based on a random sample, conducted in 2015, commissioners can send feedback to [feedback@nau.edu](mailto:feedback@nau.edu).
- Priscilla discussed the major needs of NAU highlighted by the survey: building and classroom space, daycare services, parking, etc. Priscilla discussed the major benefits of working, attending NAU: benefits, free meal program, family feel, flexible schedules, beautiful campus, committed staff, cost of education profession development opportunities, security, ever-changing work, bus passes, etc.
- “Are there any questions concerning diversity on the survey?” Survey does not elicit diversity. Some responders provided comments. Some of the comments detail diversity issues. “Can the data be broken down, aggregated?” Only somewhat. The more detail you want, we have to pay for that data—also, it’s such a small sample.
- Commissioners discussed advocacy of diversity vs. compliance of diversity.

- Commissioners discussed UCLA consultant survey.
  - “Are faculty of color staying long enough at NAU to take survey?”
  - Recruitment—“there are diverse hiring pools, but hires are not diverse.”
- “Is there a seriousness at NAU to dig into diversity issues?”
- Commissioners discussed issues—“there is a need for transparency for decisions made in upper level administration.” “Break silos of information.”
- Commissioners discussed retention—“Many people are recruited away from NAU. Is there any counter offers, a process of trying to keep people here at NAU?”
- Commissioners discussed the lack of cross-development interaction.
- “Is there a program at NAU to train faculty to be administrators?”
  - University Leadership Program.
- Some concrete strategies—provide dean performance evaluations.
- Commissioners asked Priscilla what the purpose of the survey is? “The purpose is to provide jump-off points. We will start with the information, and help Dr. Phelps write the diversity strategic plan. The information from the survey will supplement other goals.”
- Commissioners discussed being involved in CED—participation only counts for 10% service. But many people work on much more than 10%. “There is no systematic way to value diversity.”

#### **5. Follow up to climate survey results**

- Gerald discussed discussion with Margot’s office. Open to meet again.

#### **6. Responses from President Cheng**

- No response to the letter. Only want to meet if she’s taken specific action on the letter.

#### **7. Announcements**

- Gerald is open to circulate flyers on the listserv.
- Indigenous Community Forum, at Flagstaff High School
  - November 16, 5:30 p.m. Opportunity to voice out opinions of educators, students.
  - November 30, 2016, discussion on homelessness.
- Working on first social event, announcement coming soon.