



## NORTHERN ARIZONA UNIVERSITY

Commission on Ethnic Diversity (CED)

General Meeting

Monday October 5<sup>th</sup>, 2015

12:30-2:00 pm, University Union, Havasupai C

MeetMe line: \_\_\_\_\_

### Meeting Minutes

1. Introductions
2. Brief overview of CED (for new members)
  - a. Meeting called to order by Gerald Wood and Valeria Chase at 12:33 p.m.
  - b. Deborah gives a brief overview of CED: The office of the president did not commission CED originally—CED has a history of working outside the line, driven by moral courage to uphold ethnic diversity and inclusivity at NAU. CED now works with faculty development. CED created the ethnic studies minor at NAU. CED began work in 1989, and members join on a voluntary basis. CED objectives include broadening ethnic diversity and affirmative action, enhancing campus climate, advising and providing recommendations to administration, and to uphold the overall goals of NAU.
  - c. More information can be found at: <http://www.nau.edu/ced/about-us/>
3. Role and Composition of Executive Board
  - a. Gerald opened the floor to suggestions, what works with current executive board?
  - b. CED bylaws indicate potential members to executive board cannot miss more than 3 meetings, be active members for more than 1 year, and show commitment. The max number of executive board members: 14 members.
4. Diversity Symposium Updates (held October 3<sup>rd</sup>, 2015)
  - a. Discussion/debriefing: symposium made up of power-panels and round-table discussions. Discussion on increasing visibility between NAU commissions, departments, and representatives on campus. Discussion on the intersections between race and promoting faculty, staff, and student participation. Discussion on how commission members think about diversity on NAU faculty. Discussion on lack of tenured professors who are of minorities and indigenous populations, and challenges of working within university structures. Discussion on CED becoming more involved with other NAU commissions. Discussion on the mentoring process. Finally, discussion on diversity training, making the training a certifiable, institutional process for NAU.
  - b. Deborah asks CED to think about staff at NAU, not just faculty. Deborah asks CED to place concern for younger women generations at NAU.
5. Student Climate Survey Presentation
  - a. Compiled by Inclusion and Multicultural Services, CED, LGBTQIA, and EMSA Analytics to assess students' perceptions and experiences regarding NAU campus climate. Survey designed to collect information on student demographics, identities, and experiences.
  - b. Results grouped by demographics: white students/students of color, cisgender/gender identity minorities, heterosexual/sexual minorities. Topics of

- interest include overall campus climate, campus resources and services, social/emotional student support, campus staff and programming, faculty and academics, students, and experiences of discrimination and harassment.
- c. Results: the NAU environment, while positive for many who took survey, is less so for certain groups of students. Students of color compared to whites were comparable or slightly less positive; sexual minority students compared to heterosexual students were slightly less positive; gender indent minority students compared to cisgender students were notably less positive.
  - d. Data can be aggregated and compared between students of color, sexual minority, and gender identity minority groupings.
  - e. Gerald asked if it's possible to disaggregate survey finding for next meeting, on November 2<sup>nd</sup>, 2015—yes, if CED asks for specific data items. Gerald and Valeria will email commission members about what data CED should aggregate/prioritize when analyzing climate survey.
6. Goal Setting
- a. Increasing visibility among NAU commissions.
  - b. Broadening visions of CED—for faculty, staff, and students.
  - c. Deborah asks Gerald to discuss goal setting during next meeting. Gerald and Valeria will email commissioners to generate goal setting ideas.
7. Events to Co-Sponsor: Trudie Jackson
- a. The LGBTQA Resources and Support Office, Cari Mochizuki-Dearmin and Native American Student Services are looking to bring Trudie Jackson to campus on Tuesday, November 17. Mrs. Jackson has a lot of experience working with Transgender identified folks and Native Americans as well as the health sector. She'll provide advice on how to support the LGBTQ and Native American identified population on campus. STAC funding for event, there's a need for co-sponsors to support event (assist with advertising the event and possibly offering extra credit for your students to attend).
  - b. CED wants to co-sponsor event and willing to participate in meeting/workshop with Trudie Jackson.
  - c. Gerald will send a follow-up email.
8. Announcements
- a. Reel Talk Film Series, sponsored by Inclusion and Multicultural Services.
  - b. Latino Heritage Month
  - c. More information can be found at: <https://nau.edu/IMS/Events/>
9. Next Meeting
- a. November 2<sup>nd</sup>, 2015 (12:30-2:00)—Oak Creek, University Union, NAU.