



## NORTHERN ARIZONA UNIVERSITY

Commission on Ethnic Diversity (CED)

General Meeting

Monday October 3, 2016

12:30-2:00 pm, University Union, Havasupai A-B

Meet-me line: 523-9119

Co-Chairs: Tia Truss ([tia.truss@nau.edu](mailto:tia.truss@nau.edu)) and Gerald Wood ([gerald.wood@nau.edu](mailto:gerald.wood@nau.edu))

### Meeting Minutes

#### Members Present

- Tia Truss, [tia.truss@nau.edu](mailto:tia.truss@nau.edu), international house
- Maamideede Hudson, [maamideede.hudson@nau.edu](mailto:maamideede.hudson@nau.edu), hall director Pine Ridge Village
- Kendal Arthur, [kendal.arthur@nau.edu](mailto:kendal.arthur@nau.edu), hall director McKay Village and Campus Heights
- Ishmael Munene, [ishmael.munene@nau.edu](mailto:ishmael.munene@nau.edu), Department of Educational Leadership
- Arturo Magana, [am838@nau.edu](mailto:am838@nau.edu), GA for commissions, Anthropology Department
- Margot Saltonstall, [margot.saltonstall@nau.edu](mailto:margot.saltonstall@nau.edu), EMSA Analytics and Assessment
- Theo Trotman, [theo.trotman@nau.edu](mailto:theo.trotman@nau.edu), research analyst
- T. Mark Montoya, [t.montoya@nau.edu](mailto:t.montoya@nau.edu), Ethnic Studies
- Debbie Shepard, [debbie.shepard@nau.edu](mailto:debbie.shepard@nau.edu), E-Learning Center,
- Debra Edgerton, [debra.edgerton@nau.edu](mailto:debra.edgerton@nau.edu), School of Art
- Julie Comnick, [julie.comnick@nau.edu](mailto:julie.comnick@nau.edu), School of Art
- Ty Stahl, [tyler.stahl@nau.edu](mailto:tyler.stahl@nau.edu), admissions officer
- Matthew Tombaugh, [matthew.tombaugh@nau.edu](mailto:matthew.tombaugh@nau.edu), Residence Life
- Priscilla Mills, [priscilla.mills@nau.edu](mailto:priscilla.mills@nau.edu), Equity and Access
- Eric E. Otenyo, [eric.otenyo@nau.edu](mailto:eric.otenyo@nau.edu), College of Education
- David Camacho, [david.camacho@nau.edu](mailto:david.camacho@nau.edu), Honors College
- Sonya Pedersen, [sonya.pedersen@nau.edu](mailto:sonya.pedersen@nau.edu), Health Sciences
- Gerald Wood, [gerald.wood@nau.edu](mailto:gerald.wood@nau.edu), College of Education

#### 1. Introductions

- a. Gerald Wood called meeting to order at 12:30 p.m. Commissioners introduced themselves.

#### 2. Hot Topics (place for colleagues to share issues in small groups)

- a. Groups of 3-4 commissioners discussed list of concerns—e.g. student involvement, visibility of CED, virtual center, diversity education, diverse mentors on campus, clarity of programs, time commitments, new student cultural shock, etc.

#### 3. Mapping the landscape of ethnic diversity on campus

- a. Commissioners discussed the idea of time commitments, the strategy of aligning goals with diversity strategic plan, ABOR mandates, connecting with international faculty, staff, and students, and making CED more visible across campus.

#### **4. Center for International Education/International House (Tia Truss)**

- a. Tia discussed concerns brought up by CIE: CIE feels isolated on campus, other departments not willing to work with CIE, various clubs do not reach out to international students, African Student Association is now defunct, various issues not brought up by international students—retaliation fears, visa questions not brought up—difficulty with immigration process, residence life provides little support. Commissioners discussed access to immigration services—last year US Customs officers went to CIE and provided support.
- b. Ishmael discussed the African Student Association—CIE unable to provide information about African students.

#### **5. Mission and Goals**

- a. Gerald posed question, “What does support look like?” Commissioners discussed mentorship program, support without spending money.
- b. Dr. Carmen Phelps, NAU’s chief diversity officer, introduced herself. Dr. Phelps discussed diversity strategic plan, and discussions on diversity held on campus with students.
- c. Brainstorming goals/ideas (in groups)
  - i. Providing a central directory of services on campus.
  - ii. Training staff, student workers on diversity support services.
  - iii. Providing support packets to incoming students.
  - iv. Diverse mentors on campus.
  - v. Website visibility.
  - vi. CED must go to the high-ups and ask for change.
  - vii. Providing training on how to navigate NAU website.
  - viii. Orientation workshops for faculty and staff
  - ix. Translation services for students and their families—providing dual websites, in various languages.
- d. Dr. Camacho discussed that we should not treat the strategic plan in pieces, but we must treat this as a whole. Our task is to find relationships between these goals.
- e. Gerald with email new student handbook to commissioners. The handbook is also [online](#).

#### **6. Questions/comments for diversity council meeting with President Cheng**

- a. Questions from the student group of commissioners:
  - i. Why did graduate stipends go down?
  - ii. How is the community liaison intended to bridge the divide between Flagstaff community and NAU?

#### **7. Climate Survey (Margot Salonstall)**

- a. Spring 2016 survey results. New questions include questions about disabilities, and now able to disaggregate data. Margot is willing to share more detailed information. Also, Margot will email Gerald the PowerPoint presentation with survey results.

#### **8. Ad hoc diversity curriculum committee representatives (Ricardo Guthrie)**

- a. This is a standalone committee, under faculty senate. There are not enough members on the committee. UCC is no longer connected to the committee, thus,

now there is no protective mantel over the committee, and the committee is not connected with the university strategic plan, no funding for it.

- b. Time commitment, group meets every 3 to 4 weeks. New members must be faculty.

**9. CED Social (Tia Truss)**

- a. Tia will send information about an informal social, which CED will hold off-campus.

**10. Announcements**

- a. Fliers handed out. Next CED meeting will be in HLC 2407