

Commission on Ethnic Diversity (CED)

Monday, October 2, 2017

12:30 – 2:00 PM

Havasupai AB

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

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. 6th meeting which will be in HLC 2407.

Future Meeting Dates and Locations

Fall 2017

~~Monday, September 11~~

Monday, October 2

Monday, November 6 (**HLC 2407**)

Monday, December 4

Spring 2018

Monday, February 5

Monday, March 5

Monday, April 2

Monday, May 7

Working groups

Mixers
Diversity Symposia
Developing connections to student groups
Panel on hate speech
Safe Zone around Racial/ Ethnic Diversity and Intersectionality (with IMSS)
Creating/ identifying research grants focused on diversity
Partnering with Graduate Student Government
Partnering with other commissions (particularly CSW)/ programming
Diversity Strategic Plan
Working and learning environment climate issues impacting students, staff, and faculty
Messaging from President's Office

Meeting Started at 12:34

1. Introductions (5 min)
 - a. Attendees of the meeting introduced themselves.
2. Black Leadership Summit (5 min)- Denise TrimbleSmith
 - a. May be delayed, may be tabled for further meeting
3. ASNAU Diversity Director (10 min) – Kat Lust

- a. Introduction
 - i. Diversity director for ASNAU
 - 1. Been trying to meet with all the diversity commissions for the school.
 - 2. Thing we have been working on this year
 - a. Putting on monthly diversity promoting events
 - i. Diversity week
 - 1. Not planned yet but will occur during the spring semester
 - ii. October is National disability awareness month
 - 1. Will be working with NAU to promote this more.
 - iii. Working with IMSS
 - 1. To help promote diversity across campus.
 - iv. Within ASNAU
 - 1. Teaching inclusive language that includes all races, genders, etc.
4. Native American Cultural Center/Native American Student Services (15 min) (Dr. Ora Marek-Martinez/ Sharon Doctor)
 - a. NACC and NASS are not the same organization but they are similar
 - i. Different reporting structures
 - b. Cultural center is home away from home for indigenous students
 - i. Native Americans, Native Alaskans and Native Hawaiians
 - 1. If you know someone who needs our resources send them the centers way.
 - ii. Try to address programing in 4 main areas
 - 1. Academic
 - a. Study skills, networking
 - 2. Cultural activities
 - a. Two elder cultural advisors
 - i. Provide mentoring and cultural advice to students
 - 3. Community outreach
 - a. Not only local community but also with tribal partners
 - i. There are 128 tribal nations represented at NAU
 - 4. Wellness and Wellbeing
 - a. Looking at entire individual
 - b. Trying to start up traditional cooking and food workshops
 - i. Creating community cooking series
 - c. Health and Wellbeing
 - iii. NASS
 - 1. Has been around since 1994
 - 2. NASS has noticed that many Native American students were not retained
 - a. NASS has been doing lots of programing to help retain

these students

- i. Lots of our programming focused toward first year/ first years.
 - ii. 4.9% increase in Native students
 - b. Retention rate has gone down to 54%
 - i. Our goal is to increase our retention
 - 1. Have one on one meetings with mentor/staff
 - 2. Will be doing outreach to freshmen
 - 3. We cover questions about financial aid, scholarships, etc
 - 4. Also doing outreach to new transfer native students
 - a. 67.6% retention rate for transfers.
 - c. Department tries to find ways for these students to succeed.
 - i. If you know a student who identifies as Native please direct them our way.
 - d. Working to outreach to students this fall
- 5. Trends our students/ staff/ faculty of color are facing (20 min) – Joey Ruiz
 - a. Continuation from previous meeting (9-11-2017)
 - b. Getting ideas of the different trends our students of color (SOC) are facing on campus.
 - i. Open Forum
 - 1. Specific data on number of SOC and their retention?
 - a. That data is not currently available.
 - b. We might look at the reasons why transfers are retained at a higher rate.
 - 2. Retention committee had 9 strategies that they were currently working on
 - a. Several of them involved around get students involved on campus, making SOC feel welcome, get them involved in leadership roles.
 - i. Marked as complete/in progress
 - 1. Will continue to build on this.
 - 3. Upper class/graduate Native American students
 - a. Take non-linear approaches, would take a semester or two off.
 - b. Could not find the support they needed on Campus
 - 4. We need to change the way we view our missions and our goals if we want to serve our SOC better.
 - a. Too locked into the concept as a student as a student rather than the student being a Latinx, etc.

- b. The best practices and models need to be changed, does not retain the 1st generation learners.
 - c. Need to have a diverse staff so students have someone they can relate/get support from.
5. SOC do not generally have spaces and funds.
- a. Lacking in spaces that are specifically geared towards them
 - b. Lacking in programing geared toward them
 - c. Fixing this would let them take “ownership” of the campus
 - i. Would make them feel like they would belong.
 - d. Need to make events that they feel safe to go to.
 - e. Housing diversity committee
 - i. Change language use, Student empowers themselves rather than we empower them.
 - f. University strategic plan/diversity plan
 - i. Lost DSO and DSP is in progress
 - ii. We should let the administration know that having the two plan’s separate and the change in the DSO position sends a negative message to the community.
 - g. Should create space for people with multiple ethnic backgrounds, intersectional spaces.
 - h. How is the university showing that its goals and commitment?
 - i. Working together with the other commissions will help.
 - i. Center for Native American Students
 - i. Not just for Native Students
 - ii. A place for education about Native American issues and concerns
 - iii. Events are meant to create a sense of community
 - j. Student activism is missing from NAU
 - i. Implement more training techniques so students can be more active
 - k. Need to have a diverse upper level of faculty and staff
 - i. Students look up to these roles to see what is possible and achievable for them in the future.
 - l. Clubs and organizations get access to funding and support, however support groups do not.
 - i. Addressing this might allow us to retain more students.
 - m. State standards of hiring
 - i. All things being equal there is no standard that the school needs to hire someone of color.

1. Needs to be someone who stands out from the pool.
- ii. However, you can target, reach out to certain organizations and areas to make sure we have a diverse pool of candidates.
 1. Need an advocate for this.
 2. What would draw these candidates.
 - a. Safe working and learning environment policy.
 - i. Available online.
- n. Need to get good data on issues.
 - i. If we focus too much on regulatory and compliance we will never get out of square one.
 1. But if we focus on activities we have been talking about and we act on it, it will be more productive.
- o. University does not take a stand against issues such as the “blackface” incident.
 - i. Feels like the University is not about SOC, not a place for them.
 - ii. How can we work to establish messaging/ have the university take a stand?
 1. Can the commission come out with a statement through NAU News that is direct?
 - a. Yes we can, might be the avenue to pursue.
 - b. Motioned moved to share and express concerns through NAU News
 - i. Maybe have column in the news that’s just for CED
- iii. Equity and Access
 1. Happy to take up concerns and issues.
- iv. Chief Diversity Officer (CDO) concerns
 1. We need to know what we want that position to be. What the job would look like.
 2. Term “diversity” was dropped from the position title, more of a special advisor now.
 3. Main goal for the new position was mostly for fundraising.

4. We need someone with the skill sets and we need the job description so we can show/express how important it is.
5. Diversity co-chairs will be putting something out to the president to address some of these issues.
6. Possibly need to two cabinet positions
 - a. Vice provost for international affairs
 - b. CDO
7. CSW asked for the original job description
 - a. So they can see what was there and what was important.
8. We should look at how other universities select a CDO.

6. Upcoming work groups (10 min) – Gerald Wood

- a. Safe Zone Training with IMSS
 - i. Gerald and Tia will meet with IMSS tomorrow
 - ii. Find a broader scope that will address diversity
- b. Diversity Symposia
 - i. Hope to revive the symposia
 1. How it can hinge on conversations that are happening nationwide.
 2. Have better messaging/outreach.

7. Identify working groups/ break out (10 min) – Tia Truss

- a. Mixers
 - i. Two mixers per semester
 - ii. One will be with CSW
- b. Diversity Symposia
 - i. Series working across campus with staff, students, faculty, etc
- c. Developing connections to students
 - i. Going to organizations and meetings to let them know about CED and getting them more engaged.
- d. Panel on hate speech and free speech
 - i. Addressing free speech and hate speech
 1. Transparency with the university process
 - ii. Workgroup or series of panels to discuss components of free speech and hate speech.
- e. Safe zone
- f. Creating research grants around diversity.
- g. Partnering with graduate student government
 - i. Mentoring program

- h. Partnering with other commissions
 - i. Oct 4, All commission mixer in the Grand Canyon room, 11-2
 - i. DSP
 - i. Searching for individuals looking to get involved in working on the DSP
 - j. Working and Learning Environment
 - i. Working with Equity and Access to address issues that arise.
 - k. Messaging from President's Office
 - i. Find ways to address our concerns.
8. Announcements (please send to add to agenda or bring fliers)
- a. Tia has been working on bringing Angela Rye as a speaker
 - i. Speaking on Diversity and Inclusion post-Obama.
 - b. Keep It Real with ethnic studies
 - i. Will be occurring every Month.
 - c. Roger Waldinger: Searching for Refuge in a world on the Move
 - d. Indigenous graduate student association
 - i. Has events coming up.