



**NORTHERN ARIZONA UNIVERSITY**  
 Commission on Ethnic Diversity (CED)  
 General Meeting  
 Monday September 12, 2016  
 12:30-2:00 pm, University Union

**Meeting Minutes**

**1. Introductions**

- a. Gerald Wood called meeting to order at 12:31 p.m.
- b. Daisy Purdy will serve as interim co-chair for CED.

**2. Overview/History of CED**

- a. Commissioners discussed CED history. The Commission on Ethnic Diversity (CED), originally named the Presidential Ambassadors for Cultural Diversity, was appointed by President Hughes in 1989. Now known as the Commission on Ethnic Diversity, our university-wide committee draws in knowledge of members committed to a multicultural diverse educational environment. We work to increase ethnic diversity among our student population, faculty, staff, and administration and to develop strategies to diversify the curriculum. Through unity and diversity our campus community can create a better learning and working environment where we all share and learn from one another.
  - i. Members can ask Arturo, CED's graduate assistant, for CED history brochures and handouts.
- b. Key highlights of CED: In 2000, several CED faculty members established the formation of the Ethnic Studies program within the College of Social and Behavioral Sciences. Last year's diversity symposium proved beneficial. Other highlights include CED's letter to the president.

**3. Vision and Broad Goals (Gerald Wood)**

- a. CED offers an opportunity for dialogue, shared experiences, and advocating change for people of color and allies committed to anti-racist and participatory practices. CED seeks to create environments that reflect the struggles and successes of communities of color.
- b. Key Priorities: Increase recruitment and retention of ethnically diverse faculty and staff. Increase recruitment and retention of ethnically diverse students. Support and collaborate with diversity programs and initiatives on campus.
- c. CED strives to: Promote recruitment and retention. Advocate for equity in salary and working conditions. Provide a supportive environment for NAU members of color. Promote programming dedicated to diversity issues. Collaborate with other commissions.
- d. Broad goals: Increase ethnic diversity on campus. Broaden understanding and appreciation of ethnic diversity and affirmative action. Develop strategies to diversify curriculum. Enhance campus climate. Serve in an advisory capacity and provide recommendations.
  - i. Align goals with university strategic plan.

**4. Introduction, Chief Diversity Officer (Dr. Carmen Phelps)**

- a. Carmen discussed the NAU [Center for University Access and Inclusion](#). The center serves as a hub the campus can use to coordinate events. The center will allow NAU

- members to see drafts of the strategic plan on the website. Carmen discussed her background as a faculty member. She worked as an administrator at Temple University. Has a background in Africanus studies. Main goals as CDO: To write a strategic plan and incorporate many voices from the university community.
- b. Commissioners discussed working to provide exit interviews to all members leaving the NAU community.
  - c. Commissioners discussed hiring committee workloads for faculty of color.
  - d. Commissioners discussed forming relations with university offices, such as human resources.
  - e. Commissioners asked Carmen if the strategic plan will be a “people-oriented document” and not just symbolic.
    - i. This is a multifarious process. There’s a lot of flagrant resistant. The goal is to work with people to create a strategic plan.
  - f. CDO has access at NAU, potential to change the system. There’s great potential to impact campus community.
- 5. Overview/Goals of the Inclusion and Multicultural Services (Ms. Deborah Harris)**
- a. Goals include focusing on students of color issues, and work closely with international office. The office will provide educator and peer mentoring programs.
  - b. The office will hire a new, full-time member.
- 6. Overview/Goals of the Ethnic Studies Program (Dr. Ricardo Guthrie)**
- a. Dr. Guthrie discussed the Ethnic Studies program: strength in student academic achievement and success. Provides an avenue for social justice and empowerment. We must make a case for an Ethnic Studies degree at NAU.
  - b. Commissioners discussed possibility of there not being enough student enrollment for an Ethnic Studies degree—would it be a good decision to propose a Diversity degree instead?
  - c. Commissioners discussed that years ago, at NAU, there was more collaboration among departments—this is not the case anymore.
  - d. Commissioners discussed the cluster-hire model.
- 7. Town Hall Overview and Invitation (Deborah Harris and Sharon Doctor)**
- a. Town Halls will be a “Campus Conversation about Race.” Written invitations provided to attendees. Faculty, staff, and students invited, somewhere between 30-50 people.
- 8. Diversity Strategic Plan/Connect to Vision and Broad Goals (Dr. Carmen Phelps)**
- a. Timeline, draft ready before winter break. Deadline for completed plan: end of academic year. Dr. Phelps will share the plan with university departments, involved with stakeholders. University students, staff, and faculty town halls will inform the plan.
  - b. Commissioners discussed asking for diversity report breakdown of faculty and staff members of color.
- 9. Announcements**
- a. Commissioners should brainstorm 5 CED goals.
  - b. Tomorrow evening, Flagstaff City Council meeting.