

Commission on Ethnic Diversity (CED)
Monday, September 11, 2017
12:30 – 2:00 PM
Havasupai AB
Meet- me line: 523-9119

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

Meeting called to order by Gerald Wood at 12:35 pm

1. Introductions (5 min) from right to left around table

- a. Members and attendees of the commission introduced themselves

2. Charlottesville/ DACA Discussion

- a. Open discussion on DACA
 - i. President has made a statement on DACA and ongoing events but there has been concern expressed that this statement could have been stronger
- b. General Diversity Concerns and Comments
 - i. No solid choice on chief diversity officer yet, Sharon can help facilitate conversations around diversity..
 - ii. While last year was challenging for the commission there has been progress, diversity training is now available.
 1. Diversity training is currently an online training program but face to face training is possible.
 2. The commission is working on reviewing the training to see if it is acceptable.
 - iii. Commission is trying to create a unified front in our community and affect change there.
 - iv. Question: What is our incoming strategy for our incoming students who feel that the rug has been swept out from under them?
 1. Looking to have a unified stance from three state colleges in AZ standing against the repeal. We should also get hard statistics on DACA students and the impact of the deportation. This would show impact and help get the ball rolling.
 2. Find a list of institutions that could possibly take the DACA students so they can continue their education
 3. IMSS has reached out personally to students and contacted them and set up a way for them to be able to express their fears and concerns. Additionally they are working on financial aid to figure out how much it would cost to help/retain the students. Finally they are working on the NAU Cares campaign which shows that the students have a community behind them. Commissions and

faculty can help out by being able to have an open discussion with students.

4. Comments and concerns should be expressed through a larger base (students, student government, school senate, etc) so that messaging or lack of messaging can be better challenged.

3. IMSS Goals (10 min) – Ivy Banks

- a. IMSS has hit the ground running so that students know about the support and resources offered to them.
- b. Current goals for IMSS currently are to work on connections with colleges, faculty and students.
- c. IMSS is starting an inclusion taskforce which will consist of Ivy banks, Priscilla Mills, the Chair of each commission, and the Chief diversity officer or special advisor.
- d. IMSS would like to increase its support groups
 - i. IMSS will start a women of color and LGBTQIA support group
- e. IMSS will also update the current safe zone training.
- f. Lastly, Residence outreach is possible in the future.

4. Divine 9 (10 min) - Denise TrimbleSmith

- a. Introduction of Denise TrimbleSmith
 - i. Focuses on IFC organizations and advises the National Pan Hellenic Council
 - ii. Oversees GAMMA, Greeks Advocating for Mature Management of Alcohol
- b. Divine 9, or National Panhellenic Council
 - i. These are fraternities and sororities for POC
 - ii. Sigma Gamma Rho is a Divine 9 organization on campus.
 - iii. Offer not just a collegiate experience but a life long one.
- c. Plans for the year
 - i. Work on having diverse greek organizations, someplace where one can feel safe, where they feel like they can fit it and make a difference.
 - ii. Would like the organizations to expand next semester, with more expansions the following year.
 - iii. Black Leadership Summit
 1. September 23
 2. Will be a all day event, starting in the early morning.
 3. Will provide real talk topics
 - a. Students can attend any 3
 - b. Topics include: “Black and Blue, Justice on the streets”, “The Royal Family” “My Black is your Black” and more.
 - c. The Summit will also act as a resource fair that will provide job interview training.
 - d. At 7pm there will be a step show at Old Main

- e. Then a safe, non-alcoholic party will be held until 2 AM.

5. Trends our students of color are facing (30 min) – Joey Ruiz

- a. Open forum discussion to think of and discuss trends that are preventing our students of color from flourishing.
 - i. Racism not being against the student code of conduct.
 - 1. Hate speech must be directed at a specific person to be actionable.
 - 2. Website should be updated to discern and acknowledge the difference between free speech and hate speech.
 - 3. Possibly have an open discussion about hater speech so students can voice their perspective.
- b. Discussion put on hold until next meeting due to time constraints.

6. Renewal of Global Learning Initiative.

- a. Going to create discussion groups based around specialized topics
 - i. Examples being global engagement and diversity.
- b. Aims to be crosscollege and cross disciplinary.
- c. Would like to bring in community members and students.
- d. Establish a steering group
- e. This effort is being headed by the International center.

7. Mixers

- a. Activity list will be sent out via emails
- b. Individuals will be sent out to student organizations so they will be aware of CED
- c. The commission would like to partner with the Graduate School Government.

Announcements (please send to add to agenda or bring fliers)

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

Meeting Ended at 2 PM by Gerald Wood