# Meeting Minutes [Monday 3 Dec 2018]

**Commission on Ethnic Diversity**

**CED**

**Location**: Havasupai A/B
**Date**: Monday September 10, 2018
**Time**: 12:30 – 2:00 PM





Co-Chairs: Denise TrimbleSmith (denise.trimblesmith@nau.edu) & Rebecca Gordon (rebecca.gordon@nau.edu)

1. Call to order
2. Introductions

Members & attendees - esp. new attendees (5)

1. Minutes

Samuel – Minutes from last mtg (11/5/18) (5)

1. Ongoing Business

Diversity Symposium: Feedback on Fri Nov 2 Diversity Symposium, next steps (Gerald Wood) (15)

 Related: strategies for building better (and valued/credited) div training across students, staff, fac?

* + Working Groups – which might best be revived/put on action items?
	+ Candidates for Development Program/diversity stance?
		- Have we discussed who might be willing to put together a course.
		- What do staff need? How can the diversity symposium be a benefit.
			* Stipends to help put on events.
			* Where can we make headway into institutionalizing our work?
			* Moving forward have the Global Learning Initiative take lead on one event, have CDAD take the lead on another event.

Div Strategic Plan Task Forces: “Prioritization,” “Retention,” “Metrics” (Debra E. and Karen R.) (10)

* + First meetings was getting familiar with the draft of the plan.
		- Second Metric Meeting involved developing ways to measure success.
		- Meetings will happen fairly frequently
		- Looking at surveys to give to faculty, staff and students.
			* Student survey is rolling out next semester
			* Staff survey timeline is unknown.
		- Issues with communication and getting access to newer information.
			* Will send out the Plan to the ListServ so everyone has access to it.

Diversity Fellow: Update (CED emailed Joanne Keene Nov 16, 2018)

* Question of implementation. Who will implement the plan?
	+ Will the Fellow implement what we are working on?
* Joanne revealed who is on the search committee.
	+ Individual will work with the commissions.
		- Not the same as the job description, but at least we have a description.
* We should document the communications and the timeline.

 Related: -- request for information, CSW/CED (Karen R) (10)

* Women overrepresented in non-tenure track lines.
	+ No information about women of color.
* Request asks for this information, as well as information about the salary gap.
* Should ask about Staff and Graduate Students statistics too.
* CED co-chairs will meet Josh Mackey, Chief of HR, Thurs Dec 6
	+ What should we ask Josh?
		- Ask what diversity Fellow will actually do.
		- Ask if the information is centralized in one place.
		- What are desired outcomes for the Fellow in their six months.
		- What is role will the Fellow position have after the six months.
		- What is Josh’s thinking about diversity training for faculty, staff, and students on campus.
			* Training for incoming students?
			* Consequences of violating diversity values of the university as an employee.
		- Make sure the exit interview is safe for the interviewee.
			* Find out through the exit interview why people are leaving.
		- Human resources indicator report from 2009 has an accurate break down of reasons.
		- What will the university provide for individuals doing service.
			* Equitably to time spent.
		- Equity and Access was supposed to have an annual report for us. Only maybe received the 2015 report.
1. New Business

NACC/ONAI/OISS response to Navajo Times editorial/StewFest (Sharon Doctor) (5-10)

* Inappropriate, racial remarks made to Miss Indian NAU 2018.
* NACC has crafted a response, which is attached.
* How can we provide better training to our campus?

Mental Health – What can CED do, or be better aware of? – (msg from Ivy Banks, IMQ) (5-10)

* IMQ is partnering with Health services, goal is to make students feel comfortable.
* Counseling is booked months and months in advanced.
* Systemic, nationwide problem.
* Some counseling services and resources around town for members of the Native American community, such as Sacred Peaks.

Upcoming Black History Month events:

* Presidential breakfast, and a march
	+ Breakfast is Monday, January 21st in Du Bois.
	+ March will start at the breakfast end by the Union where we hope to have a carnival.
	+ All information will be provided in CED listserv, please spread the word.
* Kevin Wilmott (Debra Edgerton)
	+ Rescreening of Black Kkklansmen and talk with Kevin Wilmott
	+ January 31st is when Kevin will come into town. Rescreening February 1st.
	+ Please let people know.
* Sandra Bland play (Denise Trimble-Smith)
	+ There will be a screening
		- Date TBD, hopefully during Black History Month, or Hip Hop Week.
		- Further information will be sent out.
1. Old Business

Letter of “No thanks” re: reception in lieu of sit-down dinner to celebrate annual Diversity Awards?

 [last mtg: suggested that we, CED, and other commissions, hold an alternate event]

* Item tabled due to time concerns.



The Native American Cultural Center (NACC), Office of Indigenous Student Success (OISS), and the Office of Native American Initiatives (ONAI) would first like to acknowledge the hard work and dedication of many Northern Arizona University (NAU) students, faculty, and staff who made Stew Fest a successful event in its eighth year. Stew Fest has become tradition at NAU and is intended to bring our diverse community together to eat and enjoy live music. Stew Fest would not be possible without the help of many NAU students, faculty, and staff who volunteer each year to assist the NACC in preparing for hundreds of visitors who attend the event to eat stews and homemade frybread that represent Native American communities in the Southwest. Each year, Stew Fest provides NAU students an opportunity to socialize around a home-cooked meal, and allows the NACC to invite community members to visit our Center and learn about support services and the research and work of our Native students.

The NACC staff were recently notified of allegations that are said to have occurred during the annual Stew Fest held on October 5, 2018 at an event that is intended to celebrate and highlight our Native community. We are especially saddened to hear that inappropriate comments by NACC visitors during Stew Fest were directed toward Miss Indian NAU 2018, who did take the time to educate the three individuals who made the comments. A pillar goal of NAU is to be the leading university serving Native Americans. The NACC takes this goal to heart in everything that we do and strives to educate our community about the historical and contemporary issues impacting Native and Indigenous communities.

NAU and the NACC have a zero tolerance policy for racism, discrimination, or intimidation under the Safe Working and Learning Environment Policy (rev 2/2016) to ensure the safety of students, staff, faculty, administrators, and to visitors and guests of the Mountain Campus ([https://in.nau.edu/.../08/Safe-working-and-learning-ek.pdf](https://in.nau.edu/wp-content/uploads/sites/96/2018/08/Safe-working-and-learning-ek.pdf?fbclid=IwAR3dQKdBkxx-RQpphJtEdL6S6ZXO5CXuTaMF_1H3iL9hw-WS6eWPP1epy14)). We recognize that the alleged comments made toward Native students and staff are harmful and damaging and have no place in the inclusive environment that the NACC continually aims to foster. The NACC hopes to move forward in a productive manner to address these allegations, without allowing the regrettable situation to overshadow the intended purpose of Stew Fest and the hard work of many Native NAU students, faculty, and staff who make the event possible every year.

In light of this, we are asking any volunteers or guests who may have witnessed these events to please come forward to discuss the situation with our administration. You may call the NACC Executive Director, Dr. Ora Marek-Martinez at (928) 523-8532 or email her directly at Ora.Marek-Martinez@nau.edu. You may also contact the Director of Indigenous Student Success, Sharon Doctor at (928)523-8086 or you may email her directly at Sharon.Doctor@nau.edu.

We have arranged for Counseling Services to be at the NACC on Tuesdays and Wednesdays. Dr. Angela Enno will be offering her services for no charge. You may also request an appointment with Dr. Enno at ISSNatives@nau.edu or by calling (928) 523-8086 or by contacting Counseling Services at (928) 523-2261.