Commission on

Ethnic Diversity

MINUTES

Date: Tuesday, January 4

Time: 12:30PM – 2:00PM

Facilitator: Denise TrimbleSmith

# Virtual Meeting

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Meeting ID: 825 2302 9857

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| Item | Owner |
| --- | --- |
| **Welcome** | Denise |
| **Introductions**  Alyssa Deaver; Martin Tease; Shane Canitz; Joy D’Angelo; Lori Rubino-Hare; Eric Ottenyo; Denise TrimbleSmith; T. Mark Montoya; Scott Brown; Lorena Gutierrez; Calvin Legassie; Bekka Alvarado; Debra Edgerton; Lauren Copeland-Glenn; Grace Ditsworth; Melissa Armstrong; Grace Okoli; Bobbi; Joey Ruiz; Ishmael Munene; Traci Harvey; Sharon Doctor; Tracye Moore; Shar Jenniges  Bekka moved for approval of the agenda and it was seconded. A majority voted affirmative and the motion was carried. | CED Family |
| **Last Meetings Minutes**  Shane gave a summary of last meeting’s minutes.  Minutes were approved by common consensus. | Shane Canitz |
| **Dean of Students**  Scott introduced himself and explained his position/role on campus (Interim Dean until the start of the Spring, 2021 semester), and how he wants to enhance achievement for all students, faculty, and staff on campus and strive toward a more diverse and equitable campus.  Denise opened the floor for questions. Scott provided his contact information, including his NAU email: [Scott.brown@nau.edu](mailto:Scott.brown@nau.edu). | Scott C. Brown |
| **Inclusion Multicultural LGBTQIA Student Services**  Announcement that the IMQ Diversity Trainings will be starting back up on Thursday, January 14th for the Spring, 2021 semester.   * They will probably occur on a weekly basis. A calendar for these trainings will likely be out by next week. * Traci encouraged any interested parties to engage in these trainings. * IMQ estimates that they will hold 35-45 upcoming events starting in the next couple of weeks. * Question was asked to clarify what TRANSparency Zone training is. Martin talked about the content covered in this training, such as gender identity expression, pronouns, transitions, and relevant legislation.   Information about the MLK Holiday celebration will be out by the end of this week. This will be a virtual event, streaming a program from 9-11 am on January 18. Specific details to come after the contract for the speaker is finalized.  February Black History Month calendar is currently being created.   * Commissioners can reach out to Jessica if their area has an event they want included on the calendar. * One event will be the launch of a Black Excellence website with resources, information, and community connections to help black students excel at NAU.   Martin commented that IMQ is working to establish staff/faculty mentoring and special initiatives for the Hispanic/Latinx community at NAU.  Martin encouraged commissioners to subscribe to IMQ Newsletter. Email [Martin.tease@Nau.edu](mailto:Martin.tease@Nau.edu) if interested  IMQ Center will be opened starting Monday the 11th for regular business hours.  Denise asked Martin about how students can erase ‘Dead Names’ from university records.   * Martin replied that the process is in place and students can replace their ‘dead name’ entirely with their asserted name. Contact IMQ for more information. * Bekka reported that prospective or matriculating students can now utilize or change to their ‘affirming name’ at any time during the admission process. * Lauren clarified that this process is available for students, faculty, and staff. | IMQ |
| **Community Updates**  Denise asked for any community or campus updates from commission members.  NAU is welcoming 70ish new international students and sending out 68 students to international universities. 25% are exchange students while around 75% are degree-seeking students.   * Denise asked how the pandemic has impacted international/exchange student procedures. * The Center for International Education reportedly asked President Cheng to allow international students to/from 16 countries, which were determined using 4 criteria.   T. Mark reported that Ethnic Studies events will be announced soon and that he will email IMQ about these in the future.   * However, Hip Hop Week will not occur as it did in past years, due to the pandemic. * Denise asked about the Dr. Ted Johnson Series. * T. Mark reported that this Series will likely still occur.   Discussion about how the salary reductions have been stopped for NAU faculty/staff.  Sharon reminded the commission about the Cline Library Long-term Laptop Loan program, through which students can borrow laptops for coursework. She encouraged commissioners to refer indigenous students to herself if they need support, including but not limited to laptop loans. | CED Family |
| **CoCom Update**  Last meeting was beginning of December.  Current/recent main tasks of CoCom include:   * Working on creating Bylaws. Co-chairs tasked with working on the purpose statement * Nominations for diversity fellows were reviewed, and scores sent to President Cheng with recommendations. Anticipate announcement this week or early next week. 34 strong nominations from across campus, showing great interest. * Letter to search committee for new president, offering support and also reminding committee of the Diversity Strategic Plan and NAU’s commitment to diversity, which should be incorporated into the search and hiring process. * Discussing what diversity looks like going forward, such as how the roles of the Diversity Commissions, CoCom, and Diversity Fellows complement each other in furthering diversity efforts on campus. | Lauren Copeland- Glenn |
| **Message from the Chair**  Denise announced that she has accepted a position at the University of Arizona, Tucson, as the Project Director of Diversity and Inclusion, a new position.   * She announced that her last day will be this Friday. * Denise thanked everyone for their effort, work, and impact on both her own life and on campus/in the community. | Denise TrimbleSmith |
| **Unfinished Business**   * **Elections**   Denise announced that Lorena is the sole candidate for the staff co-chair position, and that CED still needs a faculty co-chair.    Lorena introduced herself and described her experiences/ various roles on campus. She opened the floor for questions.  Denise called for a vote to elect Lorena as the new co-chair. The majority of those present voted affirmative. Lorena is elected as CED co-chair.   * **Diversity Awards**   Lauren reported that the Diversity Awards will be virtual again. Lauren asked for any feedback on last year’s award ceremonies to provide to University Events. Also reminded of this year’s deadline for nominations, which is the end of February.   * **Diversity Fellows**   Lauren, upon request, explained how the nomination process progressed. She also clarified that each Diversity Fellow will serve for 3 years, but that it has not yet been determined how many will be selected this year (5-7, but it is ultimately up to NAU’s president), with the remaining slots to be filled next year to facilitate staggered terms.  Lauren reported that the Diversity Fellow’s first task will be to define the work of the fellows and determine how they will divide up the entire campus to provide support for every department and office on campus. They will also become content experts for the Diversity Strategic Plan. Finally, they will be provided with training and professional development, to broaden their understanding of all the diversity areas.  **New Business**   * **New President Search**   Denise reported that she is staying on the search committee. She opened the floor to questions, advising that some things she is not allowed to talk about.  Reported that the entire team is looking for a candidate with a strong track record of diversity, equity, and inclusion and that this is a strong criterion being considered. A search firm has been hired and is looking deeply into the candidates and confirming their fit for the university and its future.  Denise confirmed that they have some very strong and competitive candidates. ABOR wants to interview candidates on campus by the end of the month. Clarified that search committee is moving very rapidly, and the hope is to have something solidified within the next couple of months. The regents ultimately make the decision but say they will seriously consider what the search committee recommends.  [Presidential search committee members.](https://www.azregents.edu/news-releases/abor-chair-appoints-members-advisory-committee-assist-nau-presidential-search-process)   * **Goal Setting Discussion**   Denise recommended that CED reviews their goals, aims, and bylaws, to ensure they encapsulate the current and future vision and work of CED. |  |
| **Announcements**  **Next Meetings: Monday February 1, 2021** | CED Family |
| **Adjournment**  Denise wished everyone well, thanked commissioners for their support and efforts, and encouraged CED to continue pushing for change and improvement.  Denise asked for a motion to adjourn the meeting at 2:05. A commissioner called for a motion and Lorena seconded. Meeting adjourned at 2:06 p.m. |  |