**

*Northern Arizona University sits at the base of the San Francisco Peaks, on homelands sacred to Native Americans throughout the region. We honor their past, present, and future generations, who have lived here for millennia and will forever call this place home.*

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| **Virtual Meeting:**Join Zoom Meeting<https://nau.zoom.us/j/82523029857> Meeting ID: 825 2302 9857Password: 154112 |

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**MEETING INFORMATION:**

**Date:** Monday, February 7, 2022

**Time:** 12:00 p.m. – 1:30 p.m.

**Room:** Oakcreek room University Union OR Zoom (link above)

 **MINUTES**

1. **Call to order, land acknowledgement and introductions**
	1. Gretchen McAllister called the meeting to order at 12:03 p.m.
	2. Gretchen McAllister read the land acknowledgement
		1. Future discussion opportunity mentioned: how to move land acknowledgement from talk to action
	3. **Roll call:** Gretchen McAllister, Traci Gleason, Shane Canitz, Nancy Navarro, Joy D’Angelo, Terri Beeson, T Mark Montoya, Eric Otenyo, Gerald Wood, Luis Fernandez, Christine Lemley, Rebecca Malone – Little Owl, Melissa Armstrong, Sharon Doctor, Grace Okoli, Tracye Moore, Rosie Cordova, Martin Tease, Arturo Torres
2. **Approval of January minutes**
	1. Gerald wood moved to approve the January CED minutes; T. Mark seconded the motion
	2. A vote was made; majority voted affirmative (no votes of dissent, no abstentions)
	3. Motion passes: January CED minutes approved
3. Reminder of mentee/mentor opportunities still available
	1. Email Dani if interested
4. **Updates**
	1. **Co-commission updates and any reports**
		1. Gretchen gave a description of Co-Com
		2. Marketing has agreed to add pronouns to name tags as an opt-in option
		3. CNA is looking into also adding tribal affiliations for those interested
	2. CSW is establishing more lactation rooms around campus
	3. Can no longer use the JEDI acronym (please use DEIJ instead) – propriety issue with Disney
	4. President Cruz-Rivera has agreed to a Vice President of DEIJ position (search process will begin in the fall)
5. **HSI initiative** (Luis Fernandez)
	1. Luis and Claudia are the two HSI advisors in the Provost’s office
		1. Contact Luis Fernandez with any questions about HSI
	2. Described positions
		1. Positions housed in Provost office: because his and Claudia’s positions are temporary and transitional, which will lead to some other kind of structure (yet to be determined)
		2. Claudia in charge of state-wide issues, integrating state-wide and campus faculty and Latino/a/x students
		3. Luis will be focusing on receiving input from the NAU community on what the HSI structure should look like in the future and making recommendations to the president
	3. Discussion on funds/resources
		1. Team of individuals focusing on getting grants from the Department of Education (for more staffing, faculty, and resources)
		2. Grant proposal will be released in March or April
			1. Applying for $500,000 - $600,000 (for 5 years if received)
			2. But very difficult to get: might take a couple of years
	4. Issue raised – need to define what HSI is for NAU
		1. Group of people currently focusing on this and will soon foster a larger conversation on campus
			1. HSI Teaching and Resource Consortium will be part of this
				1. Want to establish something similar to the Indigenous Research & Teaching Circle, in order to advertise research, get faculty involved, and link people/projects
				2. Also want to engage people already engaged in HIS work, so can include this information in the grant application
			2. HSI Envisioning Meeting is the next step (university-wide for faculty)
				1. Plan to have one with staff and one with students as well
				2. Purpose: to build collective vision from bottom up and connect with roadmap
	5. Melissa: NAU hosted the Secretary of Education of the state of Sonora this morning
		1. There are programs in place to provide flow of students from Sonora to NAU – (have 2 Sonoran students right now – with 10 positions open overall)
		2. NAU is part of the [Arizona Sonora Interuniversity Alliance](https://mexico.asu.edu/arizona-sonora-interuniversity-alliance)
	6. Discussion on how to avoid ethnic silos on campus
		1. Luis: will push strongly to center HSI issues on campus, but will also emphasize that these efforts must be additive (not at the expense of other historically disadvantaged groups)
			1. Fighting for a service/resource for Latino/a/x students should strengthen the service for all students, especially students from historically disadvantaged groups
			2. Not erasure of the needs of other students, just a recognition of a particular segment of students (Hispanic/Latinx) and their specific needs
	7. How to engage with broader community – outside NAU
		1. Can reach out to other universities (community colleges etc.) with HSI designations
		2. Luis is on a consortium with the U of A
			1. They are currently working on the structure of their HSI initiative
			2. Luis will continue to connect with them on this topic
		3. Also need to establish more roots and relationships with Flagstaff community (U of A great with this – can use as model)
		4. Yuma branch of NAU has been a HSI for many years – can use them as a resource
			1. Luis wants to look at Yuma’s mission statement, resources, etc. (to not reinvent the wheel)
			2. Rosie will look for any documents related to this and send to Luis
			3. Suggestion to contact Alma Sandigo at Yuma branch
6. **IMQ report**
	1. A few January event were postponed due to COVID-19
	2. MLK Celebration on Jan 17th was changed to a hybrid format to accommodate a larger audience
		1. If interested, view the [recording of the MLK Celebration](https://www.youtube.com/watch?v=x1V5S_IttKA) on the [NAU YouTube channel](https://www.youtube.com/channel/UChvEiVGqF-nlDEBD3kMjbXA)
	3. February is Black history month – many events: [see IMQ website](https://in.nau.edu/inclusion/events-2/)
		1. February 14th – Black Love Convo
		2. February 23rd – Amara Le Negra
			1. Ticketed event: [Reserve ticket for Amara Le Negra event](https://amaralanegra.eventbrite.com/)
		3. February 26th – Black Renaissance
			1. Ticketed event: [Reserve ticket for the Black Renaissance](https://www.eventbrite.com/e/black-renaissance-tickets-253410285987)
		4. Also attempting to reschedule discussion about being black and afro-indigenous and event about black history in Flagstaff
	4. Upcoming LGBTQIA events
		1. February 22nd – Love is Love Open Mic
		2. February 24th – They/them film screening
	5. IMQ also provides supplemental support and guidance for multicultural, inclusive, and diverse clubs/organizations on campus
		1. Last fall worked with about 13 clubs/organizations to host meetings and events (hours of operation are Monday to Thursday 8 am – 8 pm to meet these needs)
			1. This semester, already hosting more than 15 clubs/organizations
	6. IMQ has hired a new Assistant Director of Student Life Experience: Sheena Hale
7. **Discussion topics**
	1. **Email to Gabe Montano**
		1. Several questions posed in the email (pertaining to the direction of DEIJ work at NAU) have been answered so far
			1. Vice President position related to DEIJ has been approved by President Cruz-Rivera
				1. Clarification requested about the specific title of this position
		2. The remaining questions will be addressed when Gerald Wood meets with Gabe
		3. If anyone has any other questions for Gabe Montano email Gerald Wood before the end of this week (when they meet)
	2. **Diversity Fellows Update**
		1. Haven’t met in few months
		2. Will be implementing a chair structure:
		3. Several DFs have been positioned on taskforces to incorporate the DSP in ongoing reforms (workload documents etc.)
		4. Via meeting with community leaders, have been able to brief President Cruz-Rivera on the needs of community
		5. Next meeting is this Friday
	3. **Diversity Awards**
		1. Reminder to nominate students, staff, faculty, community organizations, and clubs for CED’s President’s Award for Ethnic Diversity
		2. Diversity awards celebration has been rescheduled
			1. Will now be part of the Presidential Installation, during August or September
			2. Deadline to nominate individuals has thus been extended to Wednesday, March 30th at 10:00pm
8. **Other**
	1. **Admissions**
		1. Holding several diversity-related events this semester
			1. February 3rd (10:00 am) Virtual Lumberjack Spirit Day for Indigenous middle and high school students
				1. No registration required: [attend Virtual Lumberjack Spirit Day](https://nau.edu/admission/special-events/)
	2. **Anti-racist Anti-bias task force of Flagstaff Unified School District**
		1. Melissa Armstrong and Dani Donaldson are members
		2. Mention of budget crisis in public institutions (private/charter schools are exempt from)
		3. Bill up in Arizona that would prohibit teaching any diversity themes
		4. Many Hispanic and Native American individuals in FUSD
			1. CED can help recruit them to increase the diversity at NAU
	3. **Parent Knowing-Going Program**
		1. Educating parents in Spanish language about university admissions, financial aid, etc.
		2. Program currently only at Coconino High School, but want to expand to other high schools
			1. Every month would do meeting in Spanish and one in English, targeting parents of first generation students and parents who speak Spanish as their first (or only) language
	4. **Educate2Act**
		1. Calling for proposals from undergraduates to present on the theme, “[Together we Stand: Mental Health and Healing”.](https://nau.edu/coe/educate2act/)
			1. Proposals due February 25th
				1. Can be individual or group
			2. Presentations sometime in April
9. **Adjournment**
	1. Gretchen McAllister adjourned the meeting at 1:27 p.m.