

**MINUTES**

**September 12th: 12:00-1:30**

**Grand Canyon Room (in the University Union)**

[**Join Zoom Meeting**](https://nau.zoom.us/j/84236307654?pwd=Ym5GdWNaRWdyN1VJZnMrZXdOYVdiQT09)

**Meeting ID: 842 3630 7654**

**Password: 283185**

1. Dani Donaldson called the meeting to order at 12:05 p.m.
2. Dani Donaldson read the land acknowledgement
3. **Welcome Back and Introductions**
4. Gretchen McAllister, Dani Donaldson, Prince Osei Agyemang, Joseph J Ruiz, Dr. Martin Tease, Lauren R Contreras, Melinda Marquardt, Lauren Copeland-Glenn, Eric Otenyo, Rosie Cordova, Christine Keller Lemley, Arturo E. Torres, Blase Scarnati, Dr. Tracye A Moore, Ishmael Munene, Juana Bermudez Martinez, Kiara Weathersby, Luiz Fernandez, Rebecca Malone-Little Owl, Shane Canitz, Sharon S Doctor, Traci Gleason, T Mark Montoya, Chelsea Green.
5. **Approval of April Minutes** 
   1. Gretchen moved to approve the April minutes. Joey Ruiz seconded the motion. The majority voted affirmative. Chelsea Green abstained.
      1. Motion passed: April minutes approved
6. **Chief Diversity Officer** 
   1. Committee will be announced this week, and the job posting will go up in the next few weeks
   2. Want to hire the VP of Inclusion, Diversity, and Engagement/CDO by January, but may take longer
      1. The Diversity Fellows kindly asked them to speed the process up since many individuals are waiting on the new hire to continue their work
   3. Point made that NAU is fine with hiring diverse individuals, but is inadequate with retaining them
      1. Thus, there should be less focus on finding the ‘perfect candidate’ and more emphasis on supporting the candidate once they are here, especially if they are black
         1. Example given of the last CDO, who didn’t last a year
            1. Discussion about the importance of preventing a recurrence of this
      2. Black faculty often don’t feel appreciated, accommodated, and supported and faculty/staff of color resign at high rates
      3. Upside is that this position will be at the cabinet level, which should afford the individual more support
   4. Samantha Clifford is representing the commissions on the search committee for the new VP of Inclusion, Diversity, and Engagement/CDO and has asked for CED’s feedback on what the committee should look for in the new hire
7. **Updates from Luis & Claudia for HSI** 
   1. Luis and Claudia have been retained for another semester in their advisory role to the Provost Office
   2. Co-sponsoring an event with CED and Amy Rushall for new faculty to meet each other (invitation will be sent out soon)
   3. HSI Research and Teaching Consortium will be restarting soon (possibly in 2 weeks)
      1. Invitation will be sent out with the exact dates soon
   4. HSI vision meetings
      1. The goals and values document is still in review
      2. This semester, will host two town halls (open to everyone) to get more input
   5. HSI Speaker Series (Gerald Wood leading)
      1. Last semester, sent out a survey to HSI folks, asking about what topics they wanted to hear more about
      2. Will have 3-4 different panels about HSI topics
   6. Co-sponsoring Teaching Day (January 12) with the Teaching Fellows
      1. Have invited Gina Garcia to campus, author of “Becoming Hispanic-Serving Institutions: Opportunities for Colleges and Universities”
      2. Will invite all faculty and staff and some student leadership – and connect to HSI Speaker Series and Panels
   7. Working on an inventory of HSI on campus (including majors, faculty research, major initiatives, academic success) to see what is and isn’t happening on campus related to HSI
   8. Also currently collecting basic data on latine students at NAU (how many, distribution of majors, basic retention and graduation rates, etc.)
      1. Will present this information next meeting
   9. Creating a HSI Guiding Committee, so stakeholders can guide the HSI work at NAU, and networks of collaboration can be created at the university level
8. **Traci Gleason Updates for** [**IMQ**](https://in.nau.edu/inclusion/)
   1. Have hosted 7 events already this semester – huge turnouts so far
      1. Diversity/multicultural clubs have begun meeting in IMQ (5 met last week, 16 are scheduled for this week)
   2. Over the summer, several improvements made to IMQ
      1. Rearranged furniture and offices to make it more open
      2. Replaced equipment (now have two TV cart hybrid systems)
      3. Started a resource library (providing books by diverse, multicultural authors) – can check out books for one month
         1. Will keep expanding the library in the next year
   3. Events
      1. Latine and Hispanic Heritage Month – will host 6 activities (and 12+ events throughout campus) – flyer to comer
         1. [Hispanic and Latine Heritage Month Event page](https://in.nau.edu/inclusion/hispanic-and-latine-heritage-month-events/)
      2. Latine Identity Talk - Thursday, September 15th
      3. Zone trainings frequently hosted – listed on IMQ website
      4. Second Annual “Librito” (Little Book) Drive
         1. September 15th – October 15th: Drop off Spanish language children’s books to the IMQ, which will be donated to the Liminal Flagstaff Café and Community Center
      5. This week is National HSI week
   4. IMQ also provides one-on-one direct services to diverse students
   5. Discussion about why IMQ switched to using the term “latine”
      1. Many people were concerned about the word “Latinx” not representing members
         1. “Latine” is more representative of those who fall under Hispanic heritage
   6. Suggestions for how CED can support IMQ :
      1. Show up to events and activities that IMQ hosts
      2. Participate in Zone trainings
      3. Share with students IMQ’s purpose and what resources/support they provide
      4. Let IMQ know other ways they can support students and create a supportive and inclusive community
9. **CoCom report from co-chairs**
   1. Samantha Clifford will represent the diversity commissions/CoCom in the search committee for the new VP of Inclusion, Diversity, and Engagement/CDO
      1. She is willing to come to CED to get input into what we want from the new VP/CDO
   2. There also is a DEIJ Coordinating Group at the presidential level, with four members:
      1. Ann Marie Chischilly – Vice President of Native American Initiatives
      2. Margot Saltonstall – Vice President of Student Affairs
      3. Karen Pugliesi – Interim Executive Vice President and Provost
      4. Josh Mackey – Vice President & Chief Human Resources Officer
   3. Brian Register met in place of the president (who had a conflict)
      1. Commission members suggested having Brain Register ask the DEIJ Coordinating Group to create a page detailing their qualifications, including what they have each accomplished related to DEIJ work
   4. Two new graduate assistants were hired this semester: Prince Osei Agyemang and Jo Whitney
      1. Prince briefly introduced himself and explained how he will be the GA for CED this semester
10. **Discussion on what CED wants to see from new VP of Inclusion, Diversity, and Engagement/CDO** (qualities, experiences, etc.)?
    1. Explanation how the phrase “the best/right fit” can interfere with hiring individuals from different backgrounds and identities
       1. We don’t want to look for who “fits in” at NAU, but who will make the necessary changes
       2. The words “Chief” and “Officer” can also be problematic – use of colonial language may prohibit change at the university and the candidates who seriously look at the job position
    2. Suggestions:
       1. Find someone who is focused on student needs and wants to amplify the student voice
          1. Especially voices of students of color
       2. Ask candidates what they know and understand about NAU and how they can serve and help NAU’s specific student population? (especially since it is a very diverse population – in terms of ethnicity, sexuality, etc.)
       3. Look for someone with a high level of critical race-conscious leadership abilities
          1. Who is able to hold the university accountable for the creation of an antiracist climate
    3. Also want to bring attention to the question: What is being done to incorporate lessons learned from the first CDO?
       1. Need an increased focus on staff retention, especially for staff of color
    4. Suggestion to send email to Brian Register about the concerns raised about using the word “Chief”
       1. Lauren suggested that it is also a “legacy title” that is not used as often in this work across the country, VP positions are the norm now
11. **Nominations for staff co-chair to take over in the spring**
    1. Dani Donaldson has accepted a position as the Director of the University Admissions Team and will be stepping down as CED co-chair in the spring
       1. Dani would like to help the new co-chair transition into their position
       2. Reminder that there is now a stipend of $500 a semester
    2. Kiara Weathersby nominated Sharon Doctor as a potential co-chair
       1. Sharon accepted the nomination to run for the co-chair position
    3. Dani and Gretchen will also send out a Qualtrics survey, asking for other nominations
12. **Mentoring/support of new faculty/staff**- supporting through challenges
    1. **Affinity groups**
       1. Discussion about whether CED wants to create affinity group spaces based on race/ethnicity
          1. Main purpose would be to create a purposeful space for these groups to meet, helping support retention and create a welcoming/supportive environment at NAU
       2. Question if IMQ would run the groups
          1. IMQ does not create affinity groups for staff/faculty, SINCE their focus is on students, but affinity groups could meet at IMQ once formed
       3. A Black Faculty and Staff Association was tentatively formed last year (only met once)
       4. Clarification about the role of CED:
          1. A member who identifies with that affinity group could host an event (coffee, reception, etc) through CED
       5. Dani Donaldson asked for volunteers for leaders to start an affinity group
    2. **Diversity Award reminders**
       1. September 20th at 5:30, Ashurst Auditorium
          1. Buffet dinner to start
       2. Invitations should go out today
          1. Once receive invitation, please RSVP, so there is an accurate headcount
       3. One of President’s Installation events
13. **Other Topics**
    1. Update on the [opening of the Indigenous Peoples’ Living-Learning Community](https://www.jackcentral.org/features/indigenous-peoples-living-learning-community-opens-on-campus/article_202de4b2-2efd-11ed-a27c-a3fdb67a7e53.html#tncms-source=card_grid__feature_front)
       1. Had welcome ceremony on Tuesday, August 23rd, with the NACC and Hopi and Navajo elders in attendance
    2. Interest in a book group?
       1. Proposed the book “Becoming Hispanic-Serving Institutions: Opportunities for Colleges and Universities” by Gina Garcia
    3. Lauren announced that there is now a Calendar of Diversity, Equity, Inclusion, and Justice-Related Events on the Center’s website that pulls from the University Event calendar through tags
       1. You can use the tag “Diversity, Equity, Inclusion” to have an event show up on this calendar
    4. The next CED meeting takes place on Monday October 3rd (12:00 – 1:30 p.m.)
       1. Meetings will be a mix of in-person and virtual for the rest of the semester
14. Adjournment
    1. Dani Donaldson adjourned the meeting at 1:20 p.m.