**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.**

**MEETING INFORMATION:**

**Date:** Monday, Oct 3, 2022

**Time:** 12:00 p.m. – 1:30 p.m.

**Room:** In-person at the Oak Creek room; University Union OR Zoom

[Join Zoom Meeting](https://nau.zoom.us/j/81538979048?pwd=ZHltV1BRN0hNZy9iZ3F3M0FDTnRIQT09)

**Meeting ID:** 815 3897 9048

**Password:** 698811

**Minutes for CED October Meeting**

1. **Call to Order, Land Acknowledgement, and Introductions**
   1. Gretchen McAllister called the meeting to order at 12:05 p.m
   2. Gretchen McAllister read the land acknowledgment
   3. **Introduction**
      1. Gretchen McAllister, Dani Donaldson, Prince Osei Agyemang, Sharon Doctor, Arturo E Torres, Chelsea Green, Chris Paige, Debra Edgerton, Gerald Wood, Joseph Ruiz, Lauren R Contreras, Marcela Pino Alcaraz, Mark H Sanders, Melissa Armstrong, Nancy C Navarro, Shane Canitz, Tori Rodriguez, Traci Gleason, Christine Keller Lemley, Juana Bermudez Martinez, Catharyn C Shelton, Dr Tracy A Moore, Rebecca Malone-Little Owl
2. **Approval of September minutes**
   1. Gretchen McAllister moved to approve the September minutes. Mark H Sanders seconded the motion. The majority voted affirmative.
   2. Motion passed
      1. Minutes approved
3. **Discussion topics** 
   1. [Nominations for Staff Co-Chair](https://nau.co1.qualtrics.com/jfe/form/SV_b8D6FMBvty4lz6u)
      1. Kiara Weathersby nominated Sharon Doctor at last meeting
      2. Majority voted affirmative.
         1. Sharon gave the acceptance speech. She hopes to learn and provide the best to the commission.
   2. **Update on DEIJ VP**
      1. Dani Donaldson provided an update on the DEIJ VP
         1. To the president, the most important trait is ability to advocate
      2. Kindly [email Dani](mailto:dani.donaldson@nau.edu) or [email Gretchen](mailto:gretchen.mcallister@nau.edu) if you have any question
   3. **Letter from CDAD** – Can the CED support?
      1. Dani read the letter from CDAD
         1. Immunocompromised students should be able to anonymously request that mask be worn in class
         2. Shane gave more insight into the letter
            1. A final letter will be drafted and sent to the President
      2. Gretchen suggested it will be good to have a separate letter to request for support from CED.
      3. Gerald Wood moved a motion to support the writing of a letter to support CDAD’s request
         1. Marcela Pino Alcaraz seconded
      4. Concerns
         1. How staff will feel about this initiative and how that is going to impact staff
         2. It is strange to support something that we don’t know how the final letter is going to look like
         3. Incorporation of staff and faculty voice into the letter
         4. Professors also have the option to ask the class to wear a mask if they are vulnerable
      5. Vote delayed because of concerns raised
      6. Shane and Gretchen to come together to finalize on the letter and send to Faculty Senate
      7. Dani and Gretchen to draft the supporting letter for CDAD
      8. Suggested two letters to be drafted
         1. Letter for students and faculty vulnerable to covid-19 to be sent to Faculty Senate
         2. Letter for staff vulnerable to covid-19 to be sent to staff advisory council
   4. **Ideas for Elevating excellence and our role in building capacity for Diversity Courses**
      1. **Building capacity for diversity requirements**
         1. Increasing the number of courses approved
         2. Includes building capacity among staff
         3. Provide resources to promote knowledge of indigenous people
         4. Bringing resources from the outside
         5. Paying people to organize workshops
         6. Use of online modules
         7. Extension of the diversity curriculum statewide
            1. How can some of these curriculum issues extend out to our many transfer students, especially statewide?
      2. **Elevating Excellence Program**
         1. [All sponsored projects for Elevating Excellence impact funding](https://nau.edu/president/strategic-plan/call-proposals/)
         2. Several people applied but did not get funding
         3. Difference between those who got funding and those who didn’t
            1. Proposals of those who got funding was heavily student-driven
         4. Whatever we would want to do should be centered on students
         5. It will be great to get CED on the list to support Elevating Excellence program
         6. Joey Ruiz is willing to brainstorm ideas and strategies for CED to move forward with a Elevating Excellence Impact Funding proposal
         7. Language in the proposal should be well aligned to the Elevating Excellence's language
      3. **Retention Program – Catharyn Shelton**
         1. Faculty is the focus for this, but we will include staff as well
         2. General idea is a Better Together Learning Community
         3. The purpose of this new learning community is to
            1. offer a space for NAU colleagues of systemically excluded and oppressed identities, along with mission-driven allies (NAU Elevating Excellence, 2022) to build relationships
            2. plan, document, and reflect on our paths towards professional and personal success and fulfillment driven through a commitment to social justice, equity, and solidarity.
         4. The community is unique in that it intentionally brings together faculty across the university, is driven by members’ needs and wants, and advances a humanizing, socially just mission.
         5. Came as a result of a problem;
            1. Great capacity to recruit amazing diverse faculty however retaining those faculty is a struggle
         6. Submitted this idea as Elevating Excellence group but was not funded.
            1. Perhaps it was not student-focused
         7. Looking forward to a fall and spring workshop
            1. Invites CED to participate
            2. Fall workshop: Friday October 28th, 2022; 9:00 a.m. to 12:00 p.m. at college of education room 190 with a zoom option as well

Focused on teaching

* + - * 1. Spring workshop is focused on research
        2. Feedback is welcome
        3. Will appreciate CED advertising it
        4. Concerns

This is a good idea. We have a big problem with retention. Retaining faculty can make a difference in retaining students. Maybe it should be rewritten to address that issue.

* + - * 1. For new and experienced NAU faculty committed to humanizing social justice, equity, and solidarity in the academy.

[Sign up for the Better Together email list](https://bit.ly/BTLCEmailList)

[Register for the fall workshop (Friday, Oct 28th 9am 12noon)](https://bit.ly/NAUBetterTogether)

1. **Updates**
   1. **HSI Initiatives**
      1. Reception for staff and faculty on October 19th, 2022; 4:00 p.m to 6:00 p.m at the Fireplace at 1899
         1. Aim is to get people together socially to build relationships among new faculty and staff
   2. **Updates from IMQ**
      1. Tuesday, October 4th- Unconscious Bias training 1:00-4:30 p.m.
      2. Wednesday, October 5th – ES brown bag celebration of Hispanic/Latine Heritage Month
      3. Thursday October 6th– Hispanic/Latine Dance Night 6:00-9:00 p.m; Black/African American Staff/Student Mixer 5:30-7:00 p.m
      4. Friday, October 7th – IMQ art show – 14 students registered to display their art at last check
      5. IMQ Events Page – has events for month
2. **General Concerns**
   1. Ethnic diversity seems so much broader than ethnicity
   2. Nothing exists on NAU campus on religious diversity
      1. An important Jewish holiday this week that if folks want to observe during work time, they will take vacation time if their supervisors allow them or rearrange their class schedules
      2. The only holiday that has religious significance at NAU is Christmas day everything else is not listed as a religious holiday
   3. Is it the appropriate commission to address this?
   4. Gretchen responded that CED focuses on only ethnic and racial diversity and currently there is no religious diversity commission. She however emphasized it is a great question
      1. Opened the floor for the thoughts of members.
         1. Religious diversity is very important within the Center International Education (CIE).
            1. Establishing a prayer room that will be for all denominations in the international pavilion as part of renovations to be done in the building
            2. Existence of a global diversity committee (yet to become a commission) that recognizes and supports religious diversity on campus
   5. [Reach out to Mark H Sanders](mailto:Mark.Sanders@nau.edu) if you have any experience and perspective on religious diversity anywhere you work.
3. **Public Announcements**
   1. HSI
      1. Reception for staff and faculty on October 19th, 2022; 4:00 p.m to 6:00 p.m at the Fireplace at 1899
   2. CIE
      1. Internationally connected faculty reception
         1. Thursday, October 13th, 2022; 4:00 p.m to 6:00 p.m at the International Pavilion Building 50A
      2. International Week
         1. Monday, October 17th, 2022 to Friday, October 21st, 2022
   3. The next CED meeting takes place on Monday, November 7th (12:00 – 1:30 p.m.)
      1. Meetings will be a mix of in-person and virtual for the rest of the semester.
      2. Give co-chairs a heads-up if you would like to join in-person
4. Adjournment
   1. Dani Donaldson moved for the adjournment of the meeting at 1:15 p.m
      1. All in favour
      2. Meeting adjourned