**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, November 7, 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 November Meeting**

1. **Call to Order, Land Acknowledgement, and Introductions**
   1. Dani Donaldson called the meeting to order at 12:05 p.m.
   2. Dani Donaldson read the land acknowledgment.
   3. **Introduction**
      1. Gretchen McAllister, Dani Donaldson, Prince Osei Agyemang, Sharon Doctor, Arturo Torres, Chelsea Green, Gerald Wood, Joseph Ruiz, Mark Sanders, Traci Gleason, Christine Lemley, Juana Martinez, Tracy Moore, Rebecca Malone-Little Owl, Blase Scarnati, Deya DeWalt, Diamond Bracey, Lauren Copeland-Glenn, Martin Tease, Eric Otenyo, Ishmael Munene, Melinda Marquardt, Natasha Smet, T Mark Montoya.
2. **Approval of October minutes**
   1. Dani called for motion to approve the October minutes
      1. Chelsea Green moved to approve the October minutes
      2. Gerald Kenneth Wood seconded the motion
      3. The majority voted affirmative
   2. Motion passed
      1. Minutes approved
3. **Discussion topics** 
   1. **Celebration of Dani Donaldson’s contributions**
      1. The floor was opened for everyone to share their words of appreciation for Dani since this was her last meeting as co-chair
         1. Members expressed how great it has been working with her
      2. Dani was grateful to members for their kind words
   2. **Introduction of new staff co-chair - Sharon Doctor**
      1. Sharon was introduced to the members as the staff co-chair taking over from Dani
      2. Sharon thanked Dani for all the good work she has done for the commission and across campus
      3. Sharon was grateful for members for having confidence in her and voting for her. She looks forward to working with Gretchen and all the members
      4. She expressed her excitement of being voted as the co-chair and her eagerness to help build a stronger community
   3. **CoCom updates**
      1. **DEIJ VP**
         1. Dani read a letter from CoCom to the search committee for DEIJ VP.
            1. In the letter, they seek to add their voice to the search for the DEIJ VP
         2. The opening has been posted and posting closes on November 28th
         3. Sharon Doctor suggested that the tuition-free in the letter be changed to tuition-covered because she was in a meeting where it was stated that the tuition is not technically free just that it will be covered
         4. Ishmael emphasized the President’s interest in robust discussions as to what we would like to see in the new DEIJ VP. He went on to ask about the extent of deliberation and discussions that have gone on to determine what we really want to see in the new DEIJ VP as commissions
            1. In response to that, Gretchen stated that the commissions, CoCom and the Diversity Fellows have had a listening session with Josh Mackey, who is chairing the search, and the search firm

Inputs were made and there were discussions about the attributes the VP is expected to possess

* + - 1. Dani suggested that the CED develop a set of questions to ask candidates to ensure consistency in questions
         1. Email [Gretchen](mailto:gretchen.mcallister@nau.edu) or [Sharon](mailto:Sharon.Doctor@nau.edu) with your questions
         2. According to Martin Tease, candidates are expected to be on campus in February 2023 for in person interviews
         3. Questions will be discussed in relation to the political climate in the next CED meeting
  1. **CDAD Letter**
     1. Lauren provided an overview of the letter and progress so far
        1. Request from support group for immunocompromised students for faculty to consider the wearing of masks in classrooms when an immunocompromised student is present
        2. Letter has been sent to faculty senate to review
  2. **Other**
     1. The new name for the Commission for Native Americans is the Commission for Indigenous Peoples
     2. Supporting additional [lactation rooms](https://in.nau.edu/eao/lactation-rooms/)
        1. This is a joint request by the Commission on the Status of Women and the Commission for Indigenous Peoples
        2. There is a request to identify funding to support the creation of four new spaces in high use areas or in areas where there is no other lactation space nearby
        3. Four locations where we do not have lactation spaces
           1. the university union
           2. Cline library
           3. NAU Skydome
           4. a room in old main that could be converted into a lactation space to serve the northwest side of campus
        4. Estimation will be about $130,000 to do these four spaces
        5. A letter will go through CoCom to the President on the creation of the four lactation spaces
        6. Two of the spaces might be good candidates for [mamava](https://www.mamava.com/all-products?utm_term=lactation%20pod&utm_source=adwords&utm_medium=ppc&utm_campaign=Search+-+Products&hsa_ad=552518625326&hsa_tgt=kwd-365332636761&hsa_mt=b&hsa_grp=54566264607&hsa_src=g&hsa_kw=lactation%20pod&hsa_acc=5922002693&hsa_net=adwords&hsa_cam=1036294696&hsa_ver=3&gclid=CjwKCAiA9qKbBhAzEiwAS4yeDanZkzcOmMDFgzQHHZsgChwl9ZclTaxACnBTKyR68nOLqqctu6uOaxoCGQYQAvD_BwE) pods
        7. Dani Donaldson made a motion to support the letter requesting financial support for the creation of additional lactation rooms
           1. Members voted

Motion accepted with unanimous vote

* + 1. Co-support ‘Break the Silence’ film showing by CSW
       1. Request to co-support the filming of ‘Break the Silence’
       2. Dani made a motion to approve up to $50 to support CSW
          1. Sharon Doctor seconded
          2. Motion accepted with unanimous vote
    2. Nomination for the President’s Diversity Awards
       1. Nomination opens in November and closes in February
       2. Awardees to be decided by 3rd week of February
  1. **Affinity group gatherings**
     1. **HSI 1899 gathering**
        1. Hispanic Serving Initiative (HSI) hosted a gathering at the 1899 with the intent to connect Hispanic/Latino faculty and staff in collaboration with Luis Fernandez and Claudia Rodas who are leading the HSI initiatives on campus
        2. Dani was in attendance on behalf of CED
        3. About 35 people were in attendance
     2. **IMQ gathering for Black and African American faculty, staff, and students**
        1. About 24 people were in attendance
        2. It was more of an open-house and a gathering for people to get a chance to meet and talk
        3. Looking forward to doing it again as much as possible
        4. Martin Tease stated that, list of those who attended the previous gathering was pulled and sent an invitation via email
           1. Lauren stated that we could send e-mail invitations to folks that have opted-in to a list, but we cannot pull lists of people based on protected category information

we could create opt-in lists so people who are interested can put down their names

1. **Better Together report**
   1. A grant proposal has been put together by Christine Lemley and her team for the Elevating Excellence call in the light of supporting new hires specifically in the College of Education faculty
      1. Christine went through the processes involved and shared [the faculty email invite document](https://docs.google.com/document/d/17bVnZDBIMWkxaEm3ytTnd7P35YElkrSwb2EyzweASqY/edit) which could serve as a potential model for any staff, students and other groups looking for a model as such
      2. Comments
         1. Are there plans to recenter global and international focus into the teaching and learning space as part of diversity?
            1. In response, yes; different people are being invited to join the team as collaborators across campus to promote international and global perspectives as a team
         2. [Email Christine](mailto:Christine.Lemley@nau.edu) if you know of anyone who will be a good addition to the team.
      3. Inviting everyone to a discussion and social session on December 7th, 9 – 10:30am
2. **Updates**
   1. **Updates from IMQ**
      1. Nine events left before the end of the semester
      2. [IMQ API student, staff, and faculty mixer](https://events.nau.edu/event/imq-api-student-faculty-and-staff-mixer/), 5:30 – 7:30 p.m. at the IMQ center
      3. Time with Aaron Yazzie from the Jet Propulsion lab to speak on the work that he does as an Indigenous engineer working with the [Mars Rover project](https://mars.nasa.gov/mars2020/) on November 17th
      4. Black Panther, Wakanda Forever movie showing on November 19th
      5. Trans Day of Remembrance on November 20th
      6. Lumberjacks of Inclusion ceremony at the High Country Conference Center, 4:30 – 6:00 p.m.
      7. Activities for Spring
         1. MLK Day celebration happening on January 16th, Dr. Tease is the Chair for this event
         2. Black History Month, Dr. Tease is the Chair for this program Kindly share events and posting in your respective areas related to the Black History Month with Dr. Tease to be added to the IMQ events page.
      8. New Associate Vice President for Inclusive Student Mentoring Programming and Success is Hilda Ladner who served 15 years ago as the director of the multicultural student center which is what the office of inclusion was called previously
      9. To receive more information about IMQ, [email Dr. Martin Tease](mailto:martin.tease@nau.edu) or email [inclusion@nau.edu](mailto:inclusion@nau.edu)
3. **Adjournment**
   1. Dani Donaldson moved for the adjournment of the meeting at 1:34 p.m.
      1. All in favor
      2. Meeting adjourned