**

*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, April 6, 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/81045936088>

Meeting ID: 810 4593 6088

Password: 832472

**MINUTES**

1. **Call to Order:** Dani Donaldson called the meeting to order at 12:01 p.m.
2. **Land Acknowledgement:** Dani Donaldson read the Land Acknowledgement
3. **Introductions**
   1. Dani Donaldson, Gretchen McAllister, Shane Canitz, Alyssa Deaver, Valeria Chase, Sheena Hale, Vidal Mendoza, Blase Scarnati, Arturo Torres, Lauren Copeland-Glenn, Chilel Jawara, Martin Tease, Tracye Moore, T Mark Montoya, Christine Lemley, Eric Otenyo, Rosalicia Cordova, Anika Olsen, Rebecca Malone-Little Owl, Marcela Pino Alcaraz
4. **Approval of March minutes**
   1. Marcela Pino Alcaraz made a motion to approve the March CED minutes. Alyssa Deaver seconded. A vote was made, and the majority voted affirmative (no abstentions, no dissention). Motion passed: March minutes approved.
5. **Updates**
   1. **Updates from CoCom**
      1. Voted for new CoCom chair – ballot results pending
      2. Main point last meeting – how CoCom will interact with Strategic Roadmap
      3. Also had a significant discussion about how to provide feedback about the strategic roadmap to the president/ABOR and how the diversity commissions can engage with the final version of the roadmap as it makes sense for each commission
   2. **HSI Initiative** 
      1. Had faculty meeting centered on clarifying NAU’s values and mission statement related to HSI
         1. There was a staff meeting in March as well
         2. More meetings scheduled for April
            1. Staff and student: to get input on values and missions
      2. IMQ compiling student perspectives from last few semesters about HSI
      3. Question asked: Are there conversations happening to link the three groups (students, faculty, and staff) together? And what about the community?
         1. Yes – Luis wants to make sure one voice doesn’t overwhelm the others at first, but the groups will eventually be connected/combined
         2. Other connections are being made with community – reaching out
      4. Christine Lemley spoke about the current cluster hire occurring in the COE and how the hiring is very intentional, focusing on elevating equity, addressing educational needs, and promoting success—especially of Indigenous and Latinx students
         1. Presented a survey of NAU faculty which asked for ideas on how to increase retention and how to support the faculty
            1. Results showed that faculty wanted:

Opportunities for DEIJ mentoring (students and faculty)

Offer publication opportunities (not just for senior faculty)

The high cost of living to be addressed

Short-term on-campus housing opportunities for new faculty

Monthly meetings focused on DEIJ college/university initiatives

Thorough exit interviews conducted, and data analyzed to see why there is poor retention

* + - * 1. If anyone has any additional suggestions, please [email Christine Lemley](mailto:Christine.Lemley@nau.edu)
  1. **Happenings at the IMQ** 
     1. NAU celebrates both [Asian American Pacific Islander Month](https://news.nau.edu/aapi-month-2022/) and LGBTQIA+ Pride Month in April (so students can participate)
     2. Trans Day of Visibility Listening Session – to provide support for students with the recent passage of anti-transgender legislation
     3. Coconino and Campus Health - STI Testing
     4. Gold Axe Awards, April 12th, 5-7pm, at High Country Conference Center
     5. API Heritage Month Celebration – April 14th in the International Pavilion
     6. Latin Dance night April 14th
     7. End of year Celebration Dinner April 19th
     8. K-pop Karaoke night April 21st IMQ Center
     9. April 23rd – Pride drive-in movie behind Cline (from 2:00 – 9:00 p.m.)
        1. Resource table, performances, and movie
     10. Diversity convocations currently being planned
  2. Discussion about the importance of attending DEIJ events on campus
     1. Building DEIJ relationships – creating and participating in intersectional events
     2. And students notice and value attendance of faculty and staff

1. **Discussion topics**
   1. [2021 – 2022 President’s Award for Ethnic Diversity Ballot](https://nau.co1.qualtrics.com/jfe/preview/SV_9Bl9zqfSHpCvMma?Q_CHL=preview&Q_SurveyVersionID=current)
      1. Have NOT received any student nominations
      2. Discussed possibility of reopening ballot
         1. Decided to reopen ballot until Wednesday, April 6th, to get student nominations
   2. [Strategic Roadmap](https://nau.edu/legacy/strategic-roadmap/) Breakout Rooms
      1. Dani assigned CED members to breakout rooms and assigned each group a section of the strategic roadmap to review for 15 minutes
         1. Each group instructed to discuss desired changes to their assigned section and to take notes on this small-group discussion to later send to Dani and Gretchen
      2. **Big-group discussion:** 
         1. *NAU Charter: Equitable Access to Excellence* and *Inclusive Academic Excellence* sections suggestions
            1. Need to add Asian-American and Pacific Islander identities
            2. Should add word ‘inclusion’ (instead of just ‘diversity’)
            3. Is there another word to use for disabled?
            4. On the second page – is this language to pass ABOR or what we want to do?
            5. ‘Intercultural competencies’: this language is problematic because it does not include looking at systemic oppression when creating a more just society
      3. *Equitable Student Access, Momentum, Attainment, and Postgraduation Success* and *Commitment to Indigenous Peoples*
         1. No feedback provided by group
      4. *Impactful Research, Scholarship, and Creative Activities* 
         1. Suggested adding increase the opportunities for diverse faculty to enter tenure-tracks and support research of non-tenure track faculty
            1. Need more awareness of the need to mentor early-career and non-tenure track faculty
            2. Suggestion to create a mentoring program for faculty in each college
      5. *Highly Qualified, Mission-Driven, Diverse Faculty and Staff* 
         1. Suggestion to emphasize importance of diversity training
         2. Either include the following as an action item to support the second objective or include as a new objective:
            1. Create a system where staff can initiate and engage in their own career ladders (based off student loads, projects, time at NAU etc.)
         3. Suggestion to add “foster a shared responsibility for diversity” and to include the term “intersectionality” somewhere
            1. Discussion about the importance of considering deltavaluation and layers of identity (how one individual can be both privileged and oppressed on different identities)
      6. *Mutually Beneficial Community Engagement*
         1. Discussed how CED might engage with roadmap regardless of what language is included in the final version of the Strategic Roadmap
            1. Suggestion for CED to engage with the Strategic Roadmap via reaching out to the Flagstaff community

Especially, outreach to K-12 students

Many of these students have not been introduced to DEIJ terminology and may use inappropriate words

Many teachers also unable to help students engage in DEIJ because they have yet to ‘look at themselves’

This is another way NAU can engage in the Flagstaff community

* + - 1. *Effective Stewardship of Financial, Physical, and Virtual Resources* 
         1. Question to consider: when the Foundation collects money for specific accounts, how does that money get distributed?
    1. Notetakers from the Strategic Roadmap feedback small groups asked to [send their notes to Dani Donaldson](mailto:dani.donaldson@nau.edu)
       1. If anyone has additional feedback on the Strategic Roadmap, [please send to Dani Donaldson](mailto:dani.donaldson@nau.edu)
    2. Dani and Gretchen will put all this feedback together and email it to President Cruz Rivera

1. **Staggering CED Leadership**
   1. Need announced for a new co-chair to step up and begin training under one of the current co-chairs
      1. Importance emphasized of staggering leadership to always have one co-chair with experience
   2. New co-chair can be either faculty or staff
      1. Whoever steps up (staff or faculty), Dani or Gretchen will step down accordingly
   3. Gretchen and Dani are happy to have a conversation with any interested parties, as long as they have attended meetings this semester
   4. Announced that this is the last CED meeting for the Spring 2022 semester
2. **Public Announcements**
   1. The Department of Global Languages and Cultures (GLC) is hiring a [Spanish Lecturer/Assistant Teaching Professor and Faculty Coordinator](a.%09https:/hr.peoplesoft.nau.edu/psp/ph92prta/EMPLOYEE/HRMS/c/HRS_HRAM.HRS_APP_SCHJOB.GBL?Page=HRS_APP_JBPST&Action=U&FOCUS=Applicant&SiteId=2&JobOpeningId=606153&PostingSeq=1) for the Interdisciplinary Global Programs (IGP), to begin in August 2022.
3. **Adjournment**
   1. Dani Donaldson bid everyone a good rest of their semester and adjourned the meeting at 1:27 p.m.