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**Location**

:

NAU University Union, Havasupai A/B

**Date**

:

Monday April 1, 2019

**Time**

:

12:30

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2:

00

PM



**Meeting Minutes**

Co-Chairs: Denise TrimbleSmith (denise.trimblesmith@nau.edu) & Rebecca Gordon ([rebecca.gordon@nau.edu](mailto:rebecca.gordon@nau.edu))

**April 1, 2019**

1. **Call to order** 12:37 p.m.
   1. Review of agenda
      1. Karen Renner asked to adjust to do her items together.
         1. Agenda amended so CSW Report on Equity was moved up to discuss after Diversity Awards letter.
      2. Motioned to accept agenda as amended. Seconded. Consensus, passed.

**II. Introductions**

Members & Attendees

1. Gerald Wood
2. Megan Trout
3. Debra Edgerton
4. Karen Renner
5. Calvin Legassie
6. Sharon Gooding
7. Rebecca Gordon
8. Denise Trimble-Smith
9. Sharon Doctor
10. Blaise Scarnati

**III. Minutes**

* Minutes from 3/4/19 adopted by consensus (moved & seconded, no objections).

**IV. Ongoing Business**

* Diversity Award from CED – nomination due *today*
  + Discussion was held about how to handle awards. There are 4 nominees, but none are students. 3 awards have been given in the past.
  + Letter re: Diversity Awards dinner, Karen Renner
    - Letter is completed. Karen read it out loud. The distribution method is being decided (i.e. via email? Who to include?). It has been signed by all diversity commission co-chairs except Commission for Native Americans. CNA has not signed because they haven’t responded.
    - Discussion of possibility of having CED award event separate from the diversity award banquet. Consensus that CED will hold off on a separate event for this year, but if the letter is not responded to satisfactorily a separate event may be considered next year. Discussion of having a deadline in the letter. Consensus to be end of school year.
* CSW Report on Equity, esp. gender pay equity; update (Karen Renner)
  + A draft report has been circulating. Karen Renner provided an update on how the letter was developed. It identifies pay differences in faculty positions by gender. Females are underrepresented in tenure track positions and overrepresented in non-tenure track positions, impacting the gender pay gaps. There is missing data from the NAU budget documents, so some funding sources (e.g. CIF) are not captured.
  + Discussion of lack of lactation room in the University Union. Discussion of lactation rooms going on maps. Discussion of lactation rooms being available by key – there is a process to obtain them with Office of Equity and Access (Lauren Copeland-Glenn). The rooms are available to faculty, staff, and students. All new buildings are required to have a lactation room. CSW and Sharon Gooding offered to follow-up to get more information from Lauren Copeland-Glenn.
* Diversity Fellow updates: open-forum interview w/ Ivy Banks *today*, 1:30 – 2:30 p.m., Grand Canyon Room, University Union
  + A handout was provided with details on the other forums.
  + For those who have met the two candidates thus far: comments/concerns/more info?
    - Strong candidates.
    - Discussion of this being a part-time position and concerns with the finalist being exploited across 2 positions.
    - Discussion of the benefit of having all the commissions in the same room. Discussion of needing to get involved with the finalist.
  + Discussion of needing participation in the forums. Resumes, etc. are available on SharePoint website.
* Diversity Strategic Plan Task Forces: updates, Calvin Legassie
  + Prioritization Task Force
    - Last week’s meeting, the group completed going through the plan with a first pass on going point by point to determine priority of the item (1-3 years, 4-7 years, 7-10 years). Most items were on the 1-3 year list. Next task is to go through the 1-3 year list to determine what is needed (e.g. funding, administrative support). Then, the 1-3 years priorities will be prioritized to determine the top priorities.
  + Metrics Task
    - Making good progress. Looking at different ways to get information that exists. Looking at how moving forward how to get data for the metrics to judge success or growth in diversity programming. Going forward, a questionnaire will be developed for all departments on campus to see how they are doing in a variety of metric areas.
  + Faculty Search
    - Looking at proposing an amendment to COFS language (section 1.3.2) regarding diversity requirements on search committees, so it would not specifically overtax certain individuals. It also limits the definition of diversity to gender and ethnicity. Karen Renner is seeking example language from other universities.
  + Other individuals are invited to participate in the meetings. A document was provided with next meeting dates/times, which are also available on the Center for University Access and Inclusion website under the diversity strategic plan tab.
  + Overall the plan’s language is being reviewed. Discussion of each department needing to adopt their own plans that align with the University Strategic Plan and Diversity Strategic Plan.
* Diversity Symposium updates: (Gerald Wood, Ricardo Guthrie, Blaise Scarnati)
  + A past letter was distributed about the history of the diversity symposium and recommendations.
    - Meeting this afternoon with many stakeholders to put in motion some of the recommendations from the letter.

**V. New Business**

* Diversity Council (of commission co-chairs); looking ahead to 2019-20
  + LGBTQIA is having a brainstorming session at their next meeting on 4/10
  + Discussion of a mixer at the beginning of the academic year
* Discussion of increase in theft in student community. Discussion of increase in Target carts on campus. Discussion of increase in use of Louie’s Cupboard by students and community members, which will now be located in the Union on floor 2. Discussion of how the commission can support financially and/or food insecure students (e.g. a scholarship).
* Events
  + 2019 Flagstaff Healing & Wellness Pow Wow: Saturday, 4/6 to Sunday, 4/7 at NAU Fieldhouse

**VI. Announcements/Other business**

1. Motioned and seconded to end the meeting. All in favor. Adjourned at 1:54 p.m.

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| **CED Meetings:** 1st Mondays of  Each Month – 12:30 PM in Havasupai  **CED Listserv:** We would love to invite more colleagues who are friends of Diversity! |