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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))

**May 6, 2019**

1. **Call to order** 12:37 p.m.
   1. Review of agenda
      1. Motioned to treat this as an informal meeting without an agenda. Seconded. Consensus, passed with no objections.
         1. Regular meeting format will be resumed next semester.

**II. Introductions**

Members & Attendees

1. Gabriel Montaño, new incoming Diversity Fellow
2. Gerald Wood
3. Megan Trout
4. Debra Edgerton
5. Calvin Legassie
6. Rebecca Gordon
7. Denise Trimble-Smith
8. Priscilla Mills
9. Blase Scarnati
10. Jimmy, GA Housing and Residence Life
11. Administrative Assistant, Dept of Philosophy
12. Grace Ditsworth
13. Sharon Doctor
14. Sharon Gooding

**IV. Ongoing Business**

**V. New Business**

* Introduction of new Diversity Fellow, Gabriel Montaño, and a Q&A session.
  + The new Diversity Fellow, pending start date, was in attendance and shared his planned vision and approach in the position.
  + When does Gabe start?
    - Not sure yet.
  + Diversity Strategic Plan (DSP) – What is the status? Where does Gabe see direction of the DSP? How will he be involved? How will he decide what to prioritize? Where will funding come from?
    - Priscilla Mills provided an update on the DSP. A new version is going on the website today based on this year’s work. Revisions include metrics and re-organization for clarity.
    - Gabe stressed the importance of metrics.
      * Discussion of updates to the metrics section of the plan. However, the problem determining targets is we are not yet sure “where we are” to determine “where we want to go”.
    - Gabe expressed that he does not see his new Diversity Fellow position as a permanent role, because his goal is to build out a role for a full-time Chief Diversity Officer. His role will be to help all the parties involved to develop a strong framework for a CDO to undertake upon starting.
    - Gabe expressed that his role is to find funding inside and outside the university. He does not see funding priorities in the DSP (i.e. fund one thing over another), rather all of them are important. His role is to help make convincing arguments for particular programs with well-formulated plans. Gabe mentioned NAU Foundation as a partner. He will look to the commissions, etc. for guidance so he can advocate for particular priorities.
  + Discussion of building relationships and various concerns.
    - Discussion of Residential Learning Communities and previous interactions when CED objected to the model as not being supported for the success of first generation college students. Prior CED co-chair expressed it was not explored further by the President.
    - Discussion of centralization objectives and partnerships across the university.
    - Discussion of Hispanic Serving Institution (HSI) and white paper by ACE Fellow.
    - Discussion of communication strategies for the President’s office and in general about diversity at NAU.
      * Diversity Fellow will have set office hours.
* Discussion of diversity award ceremony format and attendance by President.
* Discussion of Gender Pay Equity letter sent out by Karen Renner to administration. No response received yet with May 10 deadline.

**VI. Announcements/Other business**

1. The Commission for Native Americans is recruiting student participants.
2. Confirmed meetings will be first Mondays next fall.
3. Be on the lookout for listserv updates over the summer.
4. EPS is offering an online class on indigenous affairs and student success this summer, May 13 – July 2.
5. Motioned and seconded to end the meeting. All in favor. Adjourned at 2:03 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! |