*A picture containing text, sign, outdoor

Description automatically generated*

*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.*

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| |  | | --- | | **Virtual Meeting:**  Join Zoom Meeting  <https://nau.zoom.us/j/81045936088>    Meeting ID: 810 4593 6088  Password: 832472 | |

**MEETING INFORMATION:**

**Date:** Monday, January 3, 2022

**Time:** 12:00PM – 1:30 p.m.

**Room:**IMQ Lounge

**Minutes**

1. **Call to Order, Land Acknowledgement, and Introductions**
   1. Gretchen called the meeting to order at 12:04 p.m.
   2. **Attendance:** 
      1. Gretchen McAllister, Dani Donaldson, Melissa Hernandez, Dani Donaldson, Eric Otenyo, Juana Martinez, Chelsea Green, Tracye Moore, Gerald Wood, Tori Rodriguez, Terri Beeson, Nancy Navarro
2. **Approval of December minutes**
   1. Tabled to next meeting
3. **Announcements** 
   1. **January 17th: MLK Breakfast** - Martin Tease has asked for a representative from each diversity commission to speak for 1-2 minutes about MLK and/or Civil Rights
      1. Opportunity for anyone serving in CED, who wants to speak on how these topics relate to CED and our work
      2. If interested, email [Gretchen](mailto:gretchen.mcallister@nau.edu) or [Dani](mailto:dani.donaldson@nau.edu)
      3. Event will likely be in-person, but there may also be a virtual component – Dani and Gretchen will check
         1. Suggestion to check with Martin Tease
   2. **Diversity Award Nominations**
      1. Please use the [CED Diversity Award Nomination Form](https://in.nau.edu/ced/nomination-form/) to nominate individuals, groups, and organizations (both inside and outside of NAU) that have contributed to CED through academics, service/community work, or by being good models
      2. Gretchen and Dani will send out a reminder email with the diversity award nomination information both today and next week when classes start
      3. Question: can we nominate retired individuals?
         1. Yes
      4. Unclear at this time whether the Diversity Awards Celebration will be in-person or virtual (or a mixture of the two)
4. **Mentor/ “What is Your Role?” Activity** – facilitated by Dani
   1. Time given to individually read “What is Your Role” (document with tips on how to be a sponsor, protégé, coach, mentor, and mentee)
   2. Group discussion on main ideas of “What is Your Role” in the context of CED
      1. Two major roles of CED identified as protecting people who bring ideas and concerns to CED and advocating for those who are less secure
      2. Conversation about how staff often must use lunch hour to attend the CED meeting, and sometimes can only attend part of it, especially with the extended 1.5 hour meeting time
         1. Displays need to value and advocate for people’s time
      3. Comparison of roles
         1. Mentor/mentee more equalitarian than sponsor/protegee relationship because includes a personal side/emotional feedback and more responsibility and self-direction for mentor
         2. Gretchen and Dani are likely similar to the sponsor role in their co-chair positions
         3. Coaches are those who have a specialty area they can share in great depth
   3. **“About Me” Worksheet** 
      1. Commissioners given time to individually fill out (to later hand in/email) with the purpose of connecting with others in roles of mentor/mentee/sponsor/protégé/coach
         1. To help community of CED come together in more meaningful ways outside of meetings
   4. Two rounds of break out rooms in which commissioners shared their “About Me” worksheet information
5. **Next meeting** 
   1. February 7th (12:00 – 1:30), same Zoom link, in-person location TBD
6. **Adjournment**
   1. Dani adjourned the meeting at 12:55 p.m.