



# NAU LGBTQIA Commission

Meeting Minutes

3/14/2018

## Commission Goals:

1. Create an inclusive admissions application with gender identity & sexual orientation
2. Create an inclusive classroom environment by including student pronouns and preferred names in the attendance roster.
  - a. Professors will include this resource in their syllabi
  - b. Professors will be provided best practices on how to discuss pronoun usage in class, provide a safe and comfortable environment for LGBT+ students, and encourages professors to normalize pronoun usage in daily communications
3. Continue to pursue the creation & maintenance of gender neutral bathrooms across campus
  - a. Create an advertisement of gender neutral bathroom locations to raise awareness & knowledge
  - b. Working with Equity & Access to accurately map all gender vs 'family' and 'unisex' bathrooms
4. Ensure students, staff, and faculty are aware of the resources available to them concerning health promotion and inclusive bathrooms.
5. Continue building scholarship fund to endowment goal of \$25,000
6. Create a safe and inclusive environment at Rainbow Convocation where attendees can receive their rainbow stole with their graduation regalia.
7. Advocate for tenure track positions at WGS
  - a. This will be accomplished via communicating requests to the dean of SBS
8. Alumni Resources: advocate for the creation and maintenance of an LGBT+ specific alumni group

**Introductions:** Please Indicate Name, Campus/ Community Affiliation, and Gender Pronouns (EX: she/her/hers, they/them/theirs, he/him/his, etc.)

- Called to order at 12:30 PM
  - All attendees introduced themselves.

**Scholarship Fund:** \$11,549.17

## Community/Organization Updates:

### IMQ

- Pride Week is coming up in April.
- New SafeZone training is being offered.
- SafeZone mixer 4/19/18 6:30-8:30pm in Dubois ballroom.

### NAU Health Promotions / Health Services

- Opioid training for campus professionals. Friday, March 30<sup>th</sup> 8-10:30 or 1:00-3:30 at the Health and Learning Center room #2405. For more information email [Alicia.garner@nau.edu](mailto:Alicia.garner@nau.edu)
- Sexual assault awareness month is in April. April 21<sup>st</sup> event.
- SBIRT screenings in IMQ on a weekly basis
- New HPV marketing campaign

### Coconino County Health Services

- Fast track training on April 17<sup>th</sup>

- Transgender HIV testing April 18<sup>th</sup>
- Gathering list of trans friendly providers and non-friendly providers: will email commission which will forward on for individuals to provide suggestions for the list.
- Discussion about NAU's SafeZone trainings

### **Graduate Student Government**

- No representative present

### **Residence Life**

- Nothing new to report

### **Logo for the Commission**

The commission does not currently have a logo. April and Hannah can send out an idea but other ideas are welcome to be emailed. Patricia Murphy has a graphic design student that may be able to help.

### **Climate Survey**

Approved to get a nationally benchmarked survey. The hope is to get it out by the end of the semester along with the Diversity Strategic Plan as a way to measure progress against goals in the plan. Priscilla Mills is the staff member in charge of the survey, which is provided through the EAB. Ivy of IMQ shared that it was more encompassing and inclusive. There are specific sections for LGBTQIA students. The timeline for implementation unknown but hope is for this semester.

### **Voting for Diversity Awards**

Paper ballot was distributed. An electronic version will be distributed via the listserv email later today.

### **Diversity Dinner: May 2, 2018 5:30 – 8:00 High Country Conference Center**

Invitation will be sent. RSVP if you will attend. Celebrate victories and free dinner.

### **Scholarship Fundraiser: We earned \$100, thanks to all who came out and joined us.**

### **Open discussion**

- Higher learning commission report
  - Discussion of the email from President Cheng to campus community last week that accreditation had been awarded for 10 years. Upon closer review, there is a serious stipulation on the HLC requiring the president to submit a report by May 2019 about ineffective communication with students, staff, and faculty. The expectation is improved communication and moving towards increased efficacy of shared governance. The AAUP NAU chapter is planning to focus its efforts on monitoring the follow-up. Discussion of the commission's role in the process. There is an ability to file complaints online.
- AAUP has filed a grievance regarding violations of shared governance. A response has not been received; the faculty group has reviewed it and decided what parts of the grievance can move forward and a future meeting will be held to review further.
- Northern AZ Rifle Association is scheduled to be having a meeting at High Country Conference Center on the weekend of the Rainbow Convocation. There is a movement resisting and opposing this fundraiser. There is a Facebook link for concerned faculty. AAUP is not permitted to organize staff; but they do organize graduate students. Citizen groups will likely oppose as well.
- Discussion about the situation surrounding the Chief Diversity Officer position that was not filled versus the option proposed of having a faculty member appointed with one course release. Discussion about the refusal to include faculty and staff (advisors specifically) in an open forum that was held in the past.
- Discussion of the status of replacing Hannah as co-chair. Self-nominations are welcome to the diversity commission email address.

- Hiring a new assistant director for LGBTQIA – internal staff posting; closes soon. Encourage candidates to apply. If an internal candidate is not appropriate, the listing will be opened up to outside applicants.
  - Rainbow Convocation – email will come out to the listserv requesting help.
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- Meeting adjourned at 1:07pm.