

NAU/Flagstaff LGBTQIA Task Force

April 30, 2012

Eastburn Education 212

9:30 – 11 am

Notes/Minutes

1. Introductions
2. Co-Chair Nominee Presentations
 - a. Alexis Baca-Spry
 - b. Matthew Tombaugh
 - c. Sriyanthie McCabe
3. Priscilla Mills – Affirmative Action – Recruitment and Retention of LGBTQ Faculty and Staff
 - a. Priscilla opened with overview of Federal and State policies
 - b. Rich discussion followed with several possible committees to be created to move forward with the following:
 - i. Create guidelines for questions to be used for searches that would include LGBTQ language
 - ii. Work with Deans and others in crafting job descriptions that would appeal to LGBTQ
 - iii. Data collection
 1. Ways to capture our numbers
 2. Identify numbers for colleges and universities similar to ours
 - iv. Create a resource list of LGBTQ faculty(and staff) who would be willing to talk with potential candidates
 - v. Create a presence on the Diversity web site
 - vi. Create pieces to add to faculty and staff orientation programs/packets
 - vii. Create non-mandatory Safe Zone training on-line
 1. Departments and programs can make this mandatory
 - viii. If people make complaint outside of AA, encourage them to take complaint to EEO (AA)
 - ix. Create funding sources to assist with recruitment materials, etc.
4. David Camacho – Office and Task Force Updates
 - a. Office

- i. Moving to LEADS Center under direction of Jamie Patton beginning July 1 – Chris Duarte to remain as Program Coordinator without break in employment and move to full time
 - 1. Funding via David Bousquet with some from David Camacho (President's Office)
 - 2. David Camacho (President's Office) will provide resources to WGS to work toward certificate and minor in queer studies to support Learning Community
 - a. Arianne Burford taking lead in minor development
 - i. Welcomes assistance with identifying faculty who can teach courses for the certificate/minor
 - b. Will co-ordinate with Residence Life and other key players
 - c. Burden of proof of need rests with WGS – recruitment of students to program will be key
 - 3. David Camacho will work closely with Cynthia Kosso next year on initiatives and then he will phase out of activities
 - b. Task Force
 - i. Task Force has done a good job presenting and representing our “community” and has been well received by the other commissions – accomplished much in a short time as a task force
 - ii. Can submit another request to be recognized as Commission – include by-laws and letters of support from all Commissions and others
 - 1. Will continue to receive support as TF if not approved
 - iii. Move to a faculty and staff focus
 - iv. Continue to develop external community collaborations both with U of A and Flagstaff organizations
 - v. Work with the Council of Inclusion – council comprised of members from all Commissions and TF
 - 5. Krista Perkins – Alumni Office – Outreach to LGBTQA Alumni
 - a. Best efforts will be social media outlets

- i. Will post events for us – will need to know who is responsible party running the program or event
- b. Task Force needs to assist in building mailing list
- c. Do not currently track – no mechanism – alumni would have to self-identify as LGBTQ or friend (ally)

6. Announcement of new Co-Chairs

- a. Sriyanthie McCabe and Alexis Baca-Spry

Meeting adjourned at 11 am

Notes/minutes taken and prepared by Laura Theimer