

## LGBTQIA Task Force Minutes

Friday, Nov. 9, 2012

Gateway Classroom

2:30pm-3:30pm

Attendance: David Camacho, Laura Theimer, Priscilla Mills, Jessica Lum, Celina Brun, Chris Duarte, Alexis Baca Spry, Rose Wall, Sriyanthie McCabe, Georgia Duncan, Jayme Davis (Skype).

### Presentations

#### NAU Safe Working and Learning Environment

Priscilla Mills, Director, AA/EO, Compliance Officer for Civil Rights, Title IX and Affirmative Action, NAU Sexual orientation and gender identify are protected under the NAU Safe Working and Learning Environment Policy (SWALE), which is the umbrella anti-harassment and discrimination policy relating to protected categories. It was amended to include gender identity when ABOR amended its policy. The policy always protected sexual orientation. It covers job applicants, students, all categories of employees, vendors, contractors, and visitors.

- Handouts were provided regarding state protections versus federal protections, Safe Working and Learning Policy, and summary on recent case regarding federal worker on EDC; how we get from sexual discrimination to sexual identity discrimination.
- Provide internal protection for all individuals associated with NAU.
- Implement standard provisions for protections in University Environment regarding retaliation, harassment, discrimination, and consensual relationships.
- Office of Affirmative Action works to provide confidential space for individuals in need.
- Arizona is a right to information state, information can become public if requested.
- Question asked: where/who can individuals go to inform/confide in when going through a gender transformation which affects their workplace? Office of Affirmative Action strongly suggests individuals to confide in the office or EAW if they do not feel comfortable talking to a supervisor in their department/office.
- This is also in the HR policy manual as Policy 5.16.

For more information, please contact:

Priscilla.Mills@nau.edu

(928) 523-7855

<http://home.nau.edu/images/userimages/lc94/6874/Safe%20policy%207%2024%2010.pdf>

### Updates

#### LGBTQIA Resources and Support-Chris Duarte

- Offers a quiet space with open office hours (M-F 8am-6pm)
- Resources, Training, Events, Life, Opportunities, Services, Come In, Enrichment, Student Organizations: more information for each area @ **Lgbtqa Resources and Support on Facebook, and Services@nau:<http://nau.edu/IMS>**
- Transcending Gender Awareness Week November 26th-30th 2012 (events off campus are open to community)
  - o Transcending Gender
- For more information contact [LGBTQAServices@nau.edu](mailto:LGBTQAServices@nau.edu) or (928) 523-8511

#### Bias Incident-Matthew Tombaugh, Housing and Residence Life

- E-mail was sent out describing the issue. Matthew was unable to attend therefore we will look into meeting another time to discuss the issue and a possible Task Force response.

#### **Red Ribbon Assembly-Jessica Lum, North Country HealthCare**

ANAC. has proposed a project to take strips of metal blinds, paint them red, fold them into a ribbon and place them around campus and the community as visual reminder-will include banners to bring

awareness to the reasoning behind the ribbons. Some ribbons have already been made. Sunday November 18<sup>th</sup> from 1-5pm at North Country -Learning Center, is the next work day to create ribbons. Also requesting work groups to distribute ribbons and then take them down. Children are also welcome. Possibilities in providing a vigil in front of city hall...details in e-mail forthcoming.

### **Co-Chair Updates**

Alexis Baca-Spry and Sriyanthie McCabe have resigned their positions as co-chairs effective November 9, 2012, due to professional responsibilities, but will assist new co-chairs to transition in and will maintain communication flows until new co-chairs have been elected.

The Task Force is looking for two Interim Co-Chairs until April. They would need to be NAU faculty or staff. As directed by the bylaws, only voting members may be nominated. (A copy of the relevant bylaw was displayed.)

Qualities for Co-Chairs include: Available to commitment of workload, work with various social groups and additional diverse university groups and off campus organizations, understand the role the co-chairs plays with the university setting, the office of the president including David Camacho, willingness to continue the current direction of the Task Force to better serve the university faculty and staff, commit to an average time commitment of 5 hours per week.