**LGBTQIA Commission**

**Meeting Minutes**

02/10/2021

12:00PM-2:00PM

Join Zoom Meeting   
<https://nau.zoom.us/j/83875241528>

Meeting ID: 838 7524 1528   
Password: 980997

1. **Introductions:** (pronouns, names, affiliation)
   1. Chelsea Green, Shane Canitz, Martin Tease, Sean Parson, Allyssa Beckman, Amanda Williamson, Felicia Fiedler, Carl Dindo, Marian Griffin, Ari Burford, Brianne, Dee Wegwert, Grace Ditsworth, Jeremy LaBuff, Jessy Zukosky, Joe Tritschler, Kevin Gustafson, Kristen Natonie, Maria Seewaldt, Marjorie Nguyen, Nye, Rachell Krell, Rick Michels, Sarah Lipsey, Shelby Reid, Stacey Brewer, Tyler Cegler, Lauren Copeland-Glenn, Calvin Legassie, Amanda Rosas, Tracy Schwartz
2. **1st off:** 
   1. **Land Acknowledgement was read**
   2. **Disability Features (captions, readability)**
   3. **Black History Month** 
      1. Dr. Tease from IMQ provided an update.
3. **Recap & Approval of Minutes** for 11/13/2020 & 01/13/2021 meetings
   1. Grace Ditsworth made a motion to approve the minutes. Motion was seconded by Rick Michels. Motion carried.
4. **All Gender Restroom Access Statement** 
   1. Verbiage: discussion forum referral (Short)
      1. Chelsea proposed that for the sake of time, any more discussion on the verbiage for the access statement could occur in a separate form
   2. Facilities cost estimate
      1. Chelsea provided the estimated overall cost and broke down the individual costs.
         1. About $4,200 total
            1. $750 to print the signs
            2. Most of cost is installation of 45 signs around campus: $3,450
            3. Project management and contingency fees (about 10% of total cost)
   3. Discussion on funding contributions from other commissions
      1. Chelsea posited that several other commissions are considering contributing funds to this project
         1. Chelsea estimated that if the cost is split between the five commissions, each commission would have to pay $840
         2. Someone suggested that it is likely that the other commissions will contribute a smaller amount, and most of the cost will fall to CDAD and the LGBTQIA Commission)
         3. If just CDAD and the LGBTQIA Commission split the fee, it would cost the LGBTQIA Commission approximately $2,100
         4. Chelsea reminded the commission that the annual budget for the LGBTQIA Commission is $4,000
   4. Request for “further discussion” & Deadline or “Motion to Approve”?
      1. Calvin Legassie made **a motion** for the LGBTQIA commission to commit to providing (at maximum) half of the funds needed for the signs. The motion was seconded by Rick Michels
      2. Discussion on possibly using LGBTQIA funds
         1. Rick brought up purposes of signs (advocacy, education)
         2. Some commissioners provided concerns and trepidations about the signs
            1. Putting up sign might invite harassment or bring unwanted attention to the spaces
         3. Other commissioners countered with the importance of letting students know that NAU is inclusive and safe and mentioned that the bathrooms are already labeled as all-gender and that the signs will just explain this language
            1. [Article about importance of all-gender restrooms](https://crippingvisualculture.files.wordpress.com/2018/09/chess-simone-alison-kafer-jessi-quizar-and-mattie-udora-richardson-e2809ccalling-all-restroom-revolutionariese2809d.pdf)
            2. Input was asked of student LGBTQIA Commission members about the signage, who clarified that the all-gender bathrooms seem to be misused and that an educational sign might help address this issue
            3. Lauren reminded commissioners about the responsibility of and unique opportunity for institutes of public education to educate campus and promote equity
      3. Chelsea **called for a vote** for the LGBTQIA commission to commit to providing (at maximum) half of the funds needed to install the signs
         1. **Motion carried**
5. **Update on the funding for this semester**:
6. Events this Semester:
   * 1. Options are still open to us: Chelsea detailed her discussion with the Dean of Students (Scott Brown).
     2. Identified suggestions for how to use the commission’s budget:
        1. Outdoor gathering, donating to national/local events, scavenger hunt, gym or painting classes
           1. Goal is for more interactive activities, mostly for students
     3. Chelsea suggested **establishing a subcommittee** focused on activities programming
        1. Chelsea asked interested commissioners to put their names in the chat
           1. Felicia Fiedler put her name in the chat

1. **[LGBTQIA Commission Scholarship](https://in.nau.edu/lgbtqia-commission/give-now/)[[1]](#footnote-1)** (Traci Gleeson-Harvey & Tracy Schwartz)
   * 1. [Office of Scholarships and Financial Aid](https://nau.edu/office-of-scholarships-and-financial-aid/applying-for-aid/)[[2]](#footnote-2), [Jacksfunder](https://crowdfund.foundationnau.org/)[[3]](#footnote-3), [Giving Day](https://givingday.foundationnau.org/)[[4]](#footnote-4)
        1. $15,500 currently available
     2. Discussion about whether to use funds as “current-use” or “endowed” scholarships
        1. Requirements for NAU Foundation endowed scholarships
           1. Minimum amount needed: $25,000

Some commissioners mentioned that an endowed scholarship was the original intention of the creators of the fund,

to enable commission to award one $1,000 scholarship annually.

* + - * 1. Every donor must be specifically asked if they are okay with their donation contributing to an endowed scholarship,

It was created as a current use fund due to not initially meeting the $25,000.00 minimum for endowment when originally opened

Some of the donors were anonymous, and others unreachable so some of the money cannot be rolled into the endowment fund.

In future, plan is to ask donors to determine if donation is to be applied to a current use or endowment fund.

* + - 1. Fund was started in 2014.
         1. Most of the money has come from fundraising.
         2. Need to ask every past donor (currently around 72) to approve the transition of their money from a current use fund to an endowment fund.
      2. Grace explained the beneficial long-term impact of an endowment fund and how it is critical for visibility (demonstrating that NAU supports the LGBTQ+ community)
         1. Several commissioners shared their support/approval of these arguments.
      3. Chelsea suggested that the LGBTQIA Commission use the unknown donors’ money to create a scholarship that will be given out this year.
         1. This would serve as an example of the possible impact of a yearly (endowed) scholarship
      4. Sean Parsons reminded commission of the limited time left in the meeting and suggested voting
    1. Chelsea made a **motion** to go forward with an endowment fund.
       1. Vote was held and **motion carried**
    2. Chelsea made a **motion** to give out one scholarship this year (using funds from unknown donors) to help build the fundraising potential for future years
       1. Vote was held and **motion carried**
    3. Lauren asked if the LGBTQIA Commission can select the recipient of the scholarship directly since PROP 107 prohibits state funds from being used for affirmative action
       1. Tracy clarified that the LGBTQIA Commission ***is***able to select the recipient of the scholarship because the wording states that the scholarship recipient must actively support the LGBTQ+ community, not that they have to be a LGBTQ+ individual.
    4. Payroll deduction option
       1. Chelsea reminded the commission of the option to contribute to the scholarship fund through payroll deduction.

1. **Break** (10 minutes)
2. **CoCom Update** (Lauren Copeland-Glenn):
3. Accomplishments Statement: Requested (Due Friday)
4. Bylaws/ Name of Commission & Clarification of Purpose
   * 1. This is currently the focus of CoCom, along with providing updates from each commission.
     2. Chelsea clarified that CoCom is not part of a hierarchical structure but provides a foundation and a platform for all of the diversity commissions to come together for networking, support, and intersectionality among the commissions, and provides a unified and separate voice from the commissions to promote diversity and inclusion efforts across campus and with the upper administration.
   1. The Diversity Fellows have been selected and will be announced soon (hopefully this week)
      1. Their main role during their first semester is to become experts on the Diversity Strategic Plan, and to establish their own purpose, bylaws, and a foundation for diversity, equity, and inclusion on campus
      2. They will also rotate through commission meetings to establish collaborative relationships with the commissions and to not duplicate their efforts

1. **[Diversity Awards Nominations 2021](https://in.nau.edu/lgbtqia-commission/awards/) [[5]](#footnote-5)**
2. Categories: Faculty, Staff, Student, or Ally of the Year
   * 1. Currently only have one nomination per each category
3. [Nomination Page](https://in.nau.edu/lgbtqia-commission/award-nominations/)[[6]](#footnote-6):
4. Diversity Awards Celebration will be virtual again this year
5. **Request for assistance by constituents regarding Zoom Naming structure** 
   1. Some commissioners who work with NAU ITS provided further information
      1. The commission was reminded that if anyone needs to change their name, there is a form: [Change of Name Form](https://in.nau.edu/wp-content/uploads/sites/153/2018/11/Change-of-Name.pdf)
      2. Because of the way the institutional license of Zoom is configured pronouns have to be added on your name for every meeting
6. **IMQ Announcement of Events Etc. (Marian & Martin)**
   1. Marian encouraged everyone to attend IMQ events
      1. Thanked commissioners for their participation in the Rainbow Coalition
7. **Community Announcements:** 
   1. **Book Club** [(Felicia Fiedler](mailto:ffiedler@flagstaffpubliclibrary.org))
      1. Described how she wants to create a LGBTQ Book Club at Flagstaff Public Library
         1. Wants to partner with the LGBTQIA Commission, who could give recommendations for books and for organizations to reach out to, as well as spreading the word about the book club.
      2. Plans to have the book club meet every other month, starting by Pride Month and the library’s summer reading challenge
   2. **OSTEM** (Marian Griffin)
      1. Meets every Friday 5:30-7:00 p.m.
   3. **PRISM** (Marian Griffin)
      1. Meets weekly on Tuesday from 8:00-9:00 p.m.
      2. This year, the annual drag show will be replaced by Zoom drag workshops due to the pandemic
   4. **Gamma Rho Lambda** (Marian Griffin)
      1. Inclusive Greek life organization (not gendered)
      2. Rush was postponed for this semester, but contact [Marian Griffin](mailto:Marian.Griffin@nau.edu) if interested in joining
   5. **NAU Bi Pride Group** (Marian Griffin)
      1. Not yet an official NAU group
      2. Will be meeting on Wednesdays
   6. **QUALPAC/ GreekLife**
   7. **Campus Health** (Carl Dindo)
      1. Vaccines are now available through Campus Health
      2. Carl reported that last year many new therapists were hired by Counseling Services.
         1. 2020 was the first year in many years that Counseling Services did not have a wait list.
      3. Campus Health has implemented a new initiative called the Path to Care visit, in which patients engage in a quick screening meeting before the counseling intake session to get needs met quicker, reduce waitlist times even further, and to streamline care
         1. Path to Care appointments are available the next day
      4. Transgender Support Group weekly 1 hour support group
         1. Open to nonbinary, transgender, etc. individuals
         2. The group has grown from an average number of 3-4 participants per session to an average of 6-8 participants
         3. Carl asked commissioners to direct interested students to [Marian Griffin](mailto:Marian.Griffin@nau.edu)
   8. **NAU University Police Department** (Joe Trischler)
      1. Currently hiring new officers
         1. They are looking for diverse candidates
   9. [**Finalized Digital LGBTQ+ Resources Guide**](https://in.nau.edu/wp-content/uploads/sites/50/2019/07/Trans-Health-and-Wellness-Ebook-FINAL.pdf)(Felicia Fiedler)
   10. [**NAU Cares and Services After Assault**](https://northcountryhealthcare.org/community-programs/sexual-assault-support/)
       1. Offers 3 support groups for sexual assault/domestic violence (one for men, one for women, one for all genders)
   11. [**Trevor Project**](https://www.thetrevorproject.org/?gclid=Cj0KCQiApY6BBhCsARIsAOI_GjZojoXhyL97zl4Z3IoKKDX9BZkRiJSRjL6TSm8YBb8qoSdYFbV6FaAaAmdWEALw_wcB)(Ari Burford)
       1. A suicide prevention and mental health hotline specifically for transgender individuals
8. **Adjournment, Thanks Everyone!**
   1. Chelsea adjourned the meeting at 1:42 p.m.

1. https://in.nau.edu/lgbtqia-commission/give-now/ [↑](#footnote-ref-1)
2. https://nau.edu/office-of-scholarships-and-financial-aid/applying-for-aid/ [↑](#footnote-ref-2)
3. https://crowdfund.foundationnau.org/ [↑](#footnote-ref-3)
4. https://givingday.foundationnau.org/ [↑](#footnote-ref-4)
5. https://in.nau.edu/lgbtqia-commission/awards/ [↑](#footnote-ref-5)
6. https://in.nau.edu/lgbtqia-commission/award-nominations/ [↑](#footnote-ref-6)