

NAU LGBTQIA Commission

Meeting Minutes

3/13/2019

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

**Attendees:**April Peters, vice-chair   
Ari Burford, Chair  
Megan Trout, graduate assistant  
Marian Griffin  
Amanda Meeks  
Anthony Cagnilia (?)  
Grace  
Jill Sawyer  
Pam Olsen  
Shelby Reed  
Briana   
Kellen  
Rick (?)  
Dee

* Called to order 12:30 p.m.
  + All attendees introduced themselves.

**Scholarship Fund**: $12,541.92

* + We are halfway to the $25,000 endowment goal to be able to start offering scholarships.

**Diversity Awards: Nominations are open and will close the 22nd**

* Sent out to Listserv.
* Only received 2 nominations so far.
* Any categories with multiple folks, there will be voting via the website since the final awardees need to be to University Events by April 1st.

**Vice-chair position will be open in April**

* Discussion if anyone is interested.

**Letter to President about Diversity Dinner**

* Discussion of a draft letter from the diversity commission co-chairs about the decision to make the event a hors-d'oeuvres rather than dinner.
* Copy of draft letter handed out to attendees.

**Respectful meeting community**

* Discussion of a respectful community engagement dialogue. Breakout session for 5 minutes into small groups that were then discussed with the larger group.
  + Themes:
    - Use “I” statements.
    - Judgement-free zone.
    - Conversations stay here, but take-homes go out to the larger community.
    - Assume positive intent.
    - Assume responsibility for the impact you have on this space.
    - Embrace conflict with critical generosity.
      * Ask for clarification.
    - Respect, kindness, privacy.
    - Voluntary welcoming nature is especially important for an LGBTQIA group for acceptance of larger community members.
    - Introductions with pronoun use at beginning is a good tradition.
    - Commissions’ values influence the larger community beyond these meetings.
    - Students have a safe place to go with any gender identity issues.
    - Seating arrangements impact participation.
      * Rearrange space?
      * Round robin voting?
    - Be here, and be present.
  + Chairs always open to have 1:1 conversations and continue dialogue outside this space.

**Diversity Fellow open forums: Monday, Tuesday, Wednesday, and Friday after Spring Break**

* Once solid times are available, chairs will email the commission to pass on the information.
* Discussion about history of the Diversity Fellow position.

**IDEAS!**

* Brainstorming session: hopes and dreams for the commission
  + Have an impact on NAU community in normalizing non-hetero acceptance, awareness, and comfort in all faculty and staff.
  + Take information to advocate for institutional change that has to come from above.
  + Gather information within commission to work as a think tank to process ideas and where to move the needle.
    - Keep in mind the diversity strategic plan in terms of prioritizing what we do with policy initiatives.
    - Ability to propose to the president and/or diversity fellow on a regular, quarterly basis.
    - Consider partners to collaborate: other commissions, Faculty Senate, etc.
      * Intersectionality
      * Meetings with other commissions together
        + Something for early Fall or within Diversity Week
  + Revisit Mission and Goals
    - Explicitly invite certain student groups, etc. for a special meeting.
    - Delegate leadership for certain goals.
    - Ensure there is time for brainstorming without judgement rather than focus on limitations.
    - Have strategies for meeting goals with check-in at meetings.
      * Sub-groups to meet goals
    - Do this at the April meeting possibly with food.
      * Set a deadline with food.
      * Invite 3 people from each student group.
      * Make it 1.5 hours.
  + Bring back the gender inclusive map flyer and poster.
    - Advocate for more gender inclusive bathrooms.
  + In general, moving forward with action.
  + A place for the programming and services around campus so students know what is available.

**Community/Organization Updates:**

* Updates will be sent via email.
* **NAU Health Promotions**
* **NAU Health Services**
* **Graduate Student Government**
* **NAU Police Department**
* **GradPride**
* **Coconino County Public Health Services**
* **IMQ**
* Adjourned at 1:44 p.m.