**LGBTQIA Commission**

**Meeting Minutes**

04/14/2021

12:00PM-1:30PM

Join Zoom Meeting
https://nau.zoom.us/j/85487372031

Meeting ID: 854 8737 2031

Password: Qmmunity

1. Sean called the meeting to order at 12:08 p.m.
2. **Introductions:** (pronouns, names, affiliation)
	1. Chelsea Green, Sean Parson, Lauren Copeland-Glenn, Marian Griffin, Felicia Fielder, Shane Canitz, Marian Griffin, Amanda Williamson, Dee Wegwert, Rachel Krell, Joe Tritschler, Grace Ditsworth, Rachel Krell, Tyler Cegler, Amanda Williamson, Maria Seewalt, Martin Tease, Marian Griffin, Rick Michels, Cher Has No Horse, Shelby Reid, April Peters, Sarah Lipsey, Ari Burford
3. Sean Parson read the Land Acknowledgement
4. **Announcements:**
	1. April is Pride Month at NAU (Marian)
		1. Pride month is actually June, but NAU likes to celebrate it with students before they largely leave for the
		2. Many upcoming [virtual IMQ events](https://in.nau.edu/inclusion/events-2/)
			1. IMQ will also host a Diversity Dialogue next Tuesday about the disturbing violence against the black community in the U.S. and will also provide a space to listen to student concerns
	2. Disability awareness month
		1. Occurs in October
			1. Intersectional events-possibilities to collaborate with CDAD
	3. Earth Day
		1. Earth Day also occurs in April and Flagstaff is hosting several [Earth Day events](https://flagstaff.az.gov/1439/Earth-Day)
5. **Recap & Approval of Minutes** for 03/10/2021 meeting
	1. An amendment to the minutes was suggested and made
	2. Rick Michels made a motion to approve the minutes with the amendment. Grace Ditsworth seconded the motion. A vote was made, and the motion passed.
6. **April Peters, Benefits Committee** (I tried to fill in the blanks of my knowledge here, so I hope I was able to capture this adequately)
	1. This is a permanent commission that meets over the summer to advocate with Blue Cross/ Blue Shield for Trans healthcare for Trans students, faculty, and staff
		1. April has served on the committee for about 4 years now
			1. She asks if anyone else would like to take on the role. She says she is happy to continue in this position, if no one else wants to step in, but would like to ask if anyone has concerns they would like addressed at these committee meetings.
				1. The only suggestion was having Blue Cross/Blue Shield be more upfront and explicit about what they cover and do not cover under trans healthcare
				2. Commissioners asked to contact April, Marian, Sean, or Chelsea if they think of anything else, or hear of other concerns in the community
		2. Clarification that the Affordable Care Act took care of the $75,000 maximum cap of Trans healthcare expenditure
	2. Lauren emphasized the importance of the Benefits Committee to NAU
		1. It got trans healthcare covered under health insurance at NAU
7. **Update on Gender Identity Census** (Sean Parson)
	1. Sean clarified that he is going to work on this project over the summer and hopes it can come to fruition during the fall
		1. Chelsea reminded them that volunteer’s names were collected at the last LGBTQIA Commission meeting (for people who want to help work on this project over the summer)
		2. Lauren reminded the group that there are several processes they will need to follow, such as needing to submit surveys for approval through the IRB when they reach a certain number of participants
			1. Sean said he would reach out to Lauren about these issues when they came up
8. **All Gender Restroom Project Update**
	1. Sean asked for updates on the project:
		1. Lauren clarified that she has submitted the project, both to marketing and to the president’s office, so once approval is gained from president’s office, the green light for production can quickly be given to marketing
9. **Giving Day and LGBTQIA Scholarship.**
	1. Chelsea asked for Ambassadors to volunteer, using social media blasts and personal social networks to promote the LGBTQIA Scholarship during Giving Day
		1. The LGBTQIA Commission is trying to get the scholarship rolled into an endowment (need a minimum of $2,500 in the fund) so can give out at least one $1,000 student scholarship per year
	2. Pay roll deduction is another option for employees
		1. Lauren: Even $5 a paycheck adds up!
10. **Letter to Dr. Cruz**
	1. Open discussion and brainstorming about letter
		1. Each commission is writing a letter to Dr. Cruz to introduce themselves, put the commission on his radar, and explain what they want to accomplish this year
			1. Goal: relatively short (about a page) but impactful
				1. Have by early June, so all Commission letters can be sent out together in a packet
		2. Suggestions on what topics and themes to include:
			1. Introduction of what the LGBTQIA commission is:
				1. History of LGBTQIA commission and their impact on campus
				2. Highlighting important projects/accomplishments this year (all-gender bathrooms etc.)

And briefly mentioning connections to Flagstaff community

Martin with the Northern Arizona Pride Board, Felicia with the library and Carolyn with Diversity Commission

* + - * 1. Goals of the commission and how Dr. Cruz can help with these goals
			1. SWOT method: mentioning Strengths, Weaknesses, Opportunities, and Threats
			2. Projects we want to pursue next year:
				1. All-gender census data
				2. Include commitment to supporting Campus Health Services providing services to the LGBTQ+ population
		1. Ending:
			1. Invite him to a LGBTQIA Commission meeting
			2. Ask for a time to meet outside of this commission meeting
		2. Individuals who volunteered to give feedback on the letter to Dr. Cruz: Grace Ditsworth, Maria Seewaldt, Marian Griffin, Shelby Reid (who can be reached via her personal email over the summer)
1. **Rainbow Convocations** (Marian)
	1. Graduating LGBTQ+ students (both undergraduate and graduate) can attend Rainbow Convocation (virtual this year), receive a rainbow stole, celebrate with their graduating LGBTQ+ cohort, and have their information and picture included in a social media tribute
	2. The virtual format of Rainbow Convocation this year has increased the attendance/utilization (it usually draws about 40 students, but this year the virtual format will host 177)
	3. Marian wants to add a brief, individual messages of support and congratulations for each student in the package containing their rainbow stole
		1. However, with the increased number of students, it will be hard for IMQ to get this done in time, especially since the deadline is next Friday
		2. Thus, Marian has asked LGBTQIA Commission members for help
			1. She will share a google spreadsheet, in which we can indicate which students we have written notes/letters to
			2. Marian needs these by the end of the day next Friday
2. **Last meeting of the Year**
	1. Question posed: What we want to do next year with budget?
		1. Suggestion: Symposium, either with other universities or specific to NAU
			1. Day-long
			2. Focused on LGBTQ+ identities
			3. With paper submissions and presentations from students, guest speakers, performances, and workshops
3. **Voting on Diversity awards**
	1. The [Diversity Awards Ballot](http://nau.co1.qualtrics.com/jfe/form/SV_3b1s5TfEoqAQm1g) closes on Friday
		1. Commissioners asked to vote before then!
	2. Lauren asked Chelsea to send the biographies and nominations of the nominated individuals to the listserv, so they can make a better decision on who to vote for
	3. Marian Griffin asked for her name to be taken off the ballot or not voted for, since she has won the Diversity Awards previously and wants to see someone else win it.
4. **Diversity Curriculum Committee Discussion** (Ari Burford)
	1. Ari reported that it looks like 6 more units of diversity classes will be added to general education requirements
	2. All diversity commissions have been asked to put forward 2 names of people who specialize in at least one of the following 4 categories: indigenous people; U.S. ethnic diversity, global diversity, and intersectionality
		1. These names have been requested by the end of the academic year, so aim for next Friday
		2. Ari asked the commission to brainstorm individuals who specialize in queer intersectionality (Ari cannot be one of the nominees since they are serving on the board)
			1. Suggestions made: Joe Wegwert, Sean Parson, Heather Martel, Jeremy LaBuff, Nora Timmerman, Lisa Hardy
				1. Suggestion made to email these names to the listserv to have them voted on and to ask commissioners to put other names forward
				2. Lauren suggested sending out the opportunity to the listserv to see who is interested first and to get nominations.

It will be important to emphasize that the workload is unclear due to the newness of the position, but that the work is very important

Suggestion to have each interested party write one to two sentences about their expertise in the area

1. **CoCom Update**
	1. At the last meeting, CoCom was mostly focused on creating/finishing their bylaws
	2. They also discussed NAU’S issues with retaining diverse faculty and how to help rectify this problem in their role as CoCom
	3. Additionally, there was a conversation about CoCom writing a seperate introductory letter to Dr. Cruz, in addition to the letters being sent by the individual diversity commissions
2. **Adjournment, Thanks Everyone!**
	1. Chelsea adjourned the meeting at 1:17 p.m.