LGBTQIA Commission Minutes

8/19/2020

Meeting Started at 12:05

1. Check-ins: pronouns, names, affiliation, and how is everyone doing or what’s on your mind?

Ari Burford (they/them)

Chelsea Green (she/they)

Shane Canitz (they/them)

Rick Michels (he/she/they)

Amanda Williamson (she/her)

Calvin Legassie (he/him)

Carl Dindo (he/him)

 Grace Ditsworth (they/them)

 Julie Ryan (she/her)

Maria Seewaldt (she/her)

Alyssa Deaver (she/her)

Marian Griffin (she/her)

Melody Waring (she/her)

Shelby Reid (she/her)

Martin Taylor (he/him)

Joe Wegwert (he/him)

Tyler Cegler (he/him)

Kevin Gustafson (he/him)

1. **Meeting schedule: an invite on outlook was sent out by Shane**

**WED Sept 9th  12-1:30**

**WED Oct. 14th 12-1:30**

**WED Nov 13th 1-2:30 (due to veteran’s day)**

1. IMQ updates from Marian Griffin
	1. Group counseling sessions available for NAU students with Carl every Friday for Transgender Support Group
		1. Please send referrals to Marian
	2. Q chat will also start meeting every Wednesday virtually for general LGBTQIA questions/support
	3. All zone trainings are up in LOUIE and can be requested
		1. Can contact Marian directly if you have questions
		2. Also share with colleagues who might be interested
	4. Please join “Out and Proud” List – Online resource for students of LGBTTQIA++ faculty & staff @NAU.
	5. Updated on lots of hybrid/virtual events this semester
		1. All will be completely virtual for the rest of August
			1. When in person, IMQ will be meeting CDC guidelines with social distancing, masks etc.
		2. Email will be sent with flyers for all events
			1. Can join via RSVPs, email: marian.griffin@nau.edu
			2. <https://in.nau.edu/inclusion/events/>
		3. Q Reel Cinema Series will feature LGBTQ+ individuals
			1. Movie: “Disclosure” will play tonight at 6 pm
			2. There will be movies every Wednesday until the end of the semester.
2. **Nominations for new Co-Chair (Dr. Heather Martel stepped down. Thanks, Heather, for your service.)**
	1. **Chelsea Green:** (introduced self) is the administrative assistant for the philosophy department. In January, will have been at NAU for 2 years. Is a member of the LGBTTQIA+ community, as stated during introductions. If elected, plans to work on creating space for community and gaining networking opportunities and connections for the LGBTTQIA+ community among NAU faculty, staff, etc. Chelsea is also of mixed ethnic background and non-neurotypical experience and would like to include her connection with these issues of diversity in the LGBTQIA commission co-chair position.
	2. The commission voted on whether we should keep the new Co-Chair position open for another month or decide today.
		1. 15 voted anonymously and there were 15 affirmative votes
		2. Chelsea was appointed as co-chair.
3. Ari proposed LGBTTQIA+ Commission meeting lengths could reduce. Current length is 1.5 hours could switch to an hour:
	1. Many individuals said an hour works better
		1. So we are likely going to meet from 12:00-1:00 in the future,
	2. Ari requested commission keep the extra half hour open in case we need to meet longer at some point.
4. Discussed: How can we support LGBTQIA programming on campus and IMQ?
	1. As faculty and staff, we could attend IMQ events/ lectures on campus that intersect with issues faced by LGBTQIA (Further discussion later)
5. Update on the funding for this semester:
	1. Ari asked if $6,000 budget from last semester was going to roll over?
		1. Lauren Copeland said ‘no, but there will be a budget for the commission’.
		2. She is unaware, at this point, how much this budget will be.
	2. Ari advised commission members to start thinking about how we will use our budget this semester (speakers, virtual events, etc).
6. Discussion: What do we want to do this semester, and have capacity to do in future semesters?
	1. What do we see as the needs of the LGBTQIA commission members, faculty, and staff at NAU in supporting students and in the larger community right now & during COVID-19 specifically?
		1. Community
		2. Networks of service and accountability
		3. Interacting with the Commission on Commissions
	2. How do we achieve these goals?
		1. Attend IMQ events whenever possible.
		2. Outdoor socials?: discussed:
			1. Ari suggests a Social Events Coordinator.
			2. Chelsea Volunteered
			3. Possible locations for social events:
				1. Thorpe park,
				2. Wheeler park
				3. North quad @NAU,
				4. Hotel & Restaurant Management quad.
			4. It was suggested that a laptop be brought to the social, to allow for accessibility in participation via zoom. (Net-access is a consideration in location)
		3. Provide resources to DSS for gender-inclusive bathroom accessibility on campus:
			1. There is a directory of gender-inclusive bathrooms on campus. (Chelsea can provide a copy). An effort could be made to discover distances to a gender-inclusive bathroom from any place on campus.
			2. This will allow DSS to determine where there is need to create new gender-inclusive bathrooms to meet accessibility criteria.
		4. Get counseling resources:
			1. Free counseling mentioned for staff and faculty at EAW (Employee Assistance and Wellness)
				1. There is allegedly a waitlist of 8-10 weeks, but two examples of people getting seen within a week of calling. (urgency is most-likely key)
				2. EAW also offers Chat and Cope zoom meeting each week, (which is a support group for faculty and staff), as well as other faculty and staff learning and development classes available through staff/faculty Louie accounts:

🡪 (Self-service->learning and development->Request training enrollment-> search by course name-> search (with empty field to get all available offerings), then organize results by clicking on the “session availability” heading twice).

* + - 1. For faculty who cannot, or prefer not, to get counseling at NAU, we discussed creating a list of LGBTTQIA+ counselors in the Flagstaff area (and determining who is covered by NAU insurance).
				1. Cultivate Counseling is one such resource.
				2. Psychology Today website allows filters for specific LGBTTQIA++ counselors (these are not checked, some could be conversion therapists, *caveat emptor*. We can work on this as a list).
		1. Kevin Gustafson mentioned the Diversity Strategic Plan (DSP) to be implemented this semester at NAU. More news after the commission on Commissions meeting on Aug.28th.
		2. The creation of the Diversity Strategic Plan (DSP) took input from all the commissions (CDAD, CED, CSW, CNA).
* Random Announcement: Book Club Events discussing Albert Camus’ The Plague, offered through College of Arts and Letters, put on by Gioia Woods (CCS) and Julie Piering (Phil.), offering discussions of current Covid-19 related events along with the book in its historical context. <https://nau.edu/cal/events-overview-and-ticketing/plague/>
	1. Further discussion on socials:
		1. Do we want to try to have socials on zoom?
	2. Outdoor socials were favored (six feet apart), (hiking trip or picnics).
	3. Due to zoom fatigue (many individuals noted), These were voted to be a good alternative.
	4. Ari expressed that accessibility is a concern, so they should be outdoor events, sans hiking, or movement based events. (possible go-pro involvement via zoom?)
1. Appreciation expressed by all for attendance and each other and then the meeting was adjourned around 1:10pm