

LGBTQIA Commission

November 2021 Meeting minutes

“Happy LONG Night Season!”

12/17/2021

11:00PM-12:30PM

Join Zoom Meeting

<https://nau.zoom.us/j/88114545360>

Meeting ID: 881 1454 5360

Password: December

Chelsea’s Homebrew Land Acknowledgement: “Northern Arizona University’s Flagstaff Campus sits on the occupied homelands of Diné, Hopi, Hualapai, Havasupai, Yavapai, and Apache people. These lands border mountains sacred to them and others. We also acknowledge that all land is sacred. We want to acknowledge and honor these communities, past, present, and future. We thank them for contributions to our understanding of gender and the indigenous experience in this place, among the myriad other contributions they have made to humankind. We also acknowledge that we have the responsibility to partner with them for a future of any kind. NAU’s State-wide campuses also sit on traditional lands of the Chiricahua, Chemehuevi, Cocopah, Maricopa, Mojave, Akimel O’odham, Tohono O’odham, Tewa, Southern Paiute, Southern Ute, Halchidhoma, Quechan, & Zuni peoples. We also want to acknowledge and honor these folks, past, present, and future.”- The views of this land acknowledgement does not necessarily reflect the views of the commission or NAU as an institution. Questions and comments, email: Chelsea.green@nau.edu

- 1) Introductions:** Irene Wise, Rachel Krell, Jeremy LaBuff, Ari Burford, Grace Huang-Ditsworth, Brett DeChambre, Tim Westerhaus, Marian Griffin, Lauren Copeland-Glenn, Jessy Zukowsky .
- 2) Approve Minutes** from November- Grace Motioned, Tim Seconded, No discussion. Ari Abstained. 7/10 approved. No nays. Motion Passes.
- 3) Motion to allow Chelsea to serve one more term as co-chair with no modification to existing bylaws.**
 - a. Tim Westerhaus made the Motion to allow Chelsea to continue to serve as Co-Chair for an additional term.
 - b. There was clarification over “year” or “term”(1 Term=2 years).
 - c. Irene Weiss Seconded.
 - d. Discussion invited. None,
 - e. Vote: 7=Aye, 0=Nay, Motion passes.
 - f. Chelsea will be the co-chair for another 2 year term.
- 4) Co-Comm – President Cruz-Rivera’s visit (1st his comments, then ?’s from the co-chairs)**
 - a. Acknowledgement of all our work and persistence, despite the “disconnect” between generalizes support for DEIJ Ideals in the broader NAU community and the reality of inequalities, and injustices on NAU Campus. What does he see us as?
 - i. Authorities
 - ii. Resources
 - b. Reframing: short discussion of what is our Advisory role, vs. what is our Operational role

- c. Draft 2 of the Roadmap (review Goal 4 for most pertaining portions) was discussed as helping to inform this development ([Link to Roadmap page](#)).
- i. Draft 3 discussed in an email Yesterday! This was reassuring: “We must state clearly and unequivocally our institutional goal of being a nationally recognized leader in providing equitable postsecondary value to students and the communities they represent—and this ethos must permeate every aspect of the plan.”- from 12/16/2021 email from the President.
- d. Operational considerations:
 - i. Acknowledgement of CDO or VP of Diversity would be imminent (short explanation of the difference btwn CDO & VPD), but he didn’t want to be disingenuous about it, therefore, he wants to embolden the structures of support for the role before announcing it officially and looking for candidates:
 - 1. He acknowledges that the role of CDO is often not given the institutional support necessary to make any substantive changes, and therefore often “about compliance”,
 - 2. He hopes that the adoption of the roadmap (and its principles, benchmarks and assessments) will lead to the justification of stronger alliances and clearer functions between the commissions, diversity fellows, EIO, IMQ the various NA orgs and the future CDO/VPD office.
 - 3. As well as justification for funding for benchmark contingent projects, we may take on at the president’s request.
 - 4. He also acknowledges that the CDO/VPD office will likely require support staff in some capacity; this is something they are still working on funding concerns (but possibly, multiple partially funded folks in other positions, and 1 full-timer). (Zero-sum budget considerations)
 - 5. Timeline: Early next year/Spring Start: Roadmap approval by ABOR *Hopefully* in APRIL 2022,
 - ii. Questions From the Cochairs:
 - 1. NA Co-Chair Kiara Weathersby question Regarding: Reallocating resources to largest underserved & historically institutionally repressed group on campus:
 - a. In order to reallocate he points to benchmarks, metrics, and structures again.
 - b. Spoke to the myriad current NA orgs on campus that deal with NA relationships to NAU institutions and how they work together or against each

other. He spoke to finding ways to use the diversity as a strength in getting those things accomplished rather than using them to separate and dissipate momentum.

2. CSW Co-Chair, Dilofarid Mizkinzod: What about the gap between the average # gender and racial diversity among faculty, staff and students. How are we thinking of achieving more parity.

- a. Putting into practice the principles of the roadmap through comprehensive structures, benchmarks and objectives.
- b. Ex: Hiring Faculty: “We thought we were doing alright but the same thing kept happening” found out why, prestige of ivy-league schools and therefore institutional wealth.
- c. Curricular change was also mentioned as an important component of understanding these structures more broadly.

3. Marian asked: Do you support our continuing efforts to attain some metric on the actual numbers of LGBTQIA+ community members on NAU’s campus? Especially in the case of the binary gender option on registration forms.

- a. “If there isn’t a legal impediment, I’m all for it...” and he spoke to the reasons why it’s important, echoing Marian’s explanation of our efforts as a community to get this information over the years.

4. CED’s CoChair, Dani Donaldson: “what are the roles of Diversity Fellows in Enforcement and Implementation of the roadmap?”

- a. Cited the roadmap again, Goal 4, but how DEIJ is woven tall through the roadmap: objectives, benchmarks & metrics
- b. He hoped that would be ready for ABOR approval by April

e. **Clarification From Lauren** that the president doesn’t have any concrete plans yet. She wanted to make clear that he’s only discussing getting the “Roadmap” ratified at this point. He will concentrate on the concrete logistics once that is passed

f. Chelsea encouraged everyone to go to the Roadmaps webpage and give input.

5) Time for Amanda to discuss her proposal re: trans support group.

6) Diversity Award Nominations are open: Website: Student, Faculty, Staff, Community (Short discussion of “ally”->community contribution.)

- a. **Nominations are open till Feb.9th**
- b. **Feb. Meeting discussing Nominees -> Voting during Feb/March**

c. **March Meeting – Winners announced**

7) Update: Scholarship Committees

- a. Met once and discussed the wording of what is currently on the books and the delicate balance between Foundation control and Prop107 limitations.
 - i. Find ways of making sure the scholarship effects it's intended purpose though careful wording. Waiting on some example "scholarship" terminology. Amanda W helping with this.
 - ii. "Economic hardship" consideration, while remaining "Scholarship" oriented. Solution may be "community engagement".
 - iii. Find out what kinds of requirements Foundation generally require, as a plan B.
 - iv. Denominations of award are still being discussed as well.

8) Update: Budget Committee

- a. Did not meet (Apologies! I am trying to upload some things to the teams site as requested by some Budget committee members)

9) Update: Pronouns on Nametags at NAU - SUCCESS!!!! WOOHOO!!! :D



What's new?

2022 calendar, tote bag inventory, and name tag design for personal pronouns!

10) Update: LGBTQIA Social Gatherings –

- a. **Grace discussed past events: hikes, game nights, Pot Lucks, drinking horn gatherings!**
- b. **Holiday PotLuck, cosponsored by Victim Witness**
 - i. **The Deets:** See attached flyer, but also...
 1. Location: Red Door (2 S. Beaver St., #130)
 2. Date/Time: Wednesday, December 22nd @ 5pm-8pm
 3. RSVP: Use flyer QR code for the Facebook invite or use [this link](#), and go [here](#) to sign up!
 - ii. Questions? Please contact the host, Quinn Hernandez, at ghernandez@vwscoconino.org

11) IMQ Update:

- a. Thank yous!!!

- b. Finalizing Spring Schedule: partnering with Student organizations for NAU's own Pride Festival in April due to students missing the JUNE pride event in Flagstaff.
- c. Zone Trainings: Flyer (needs to change due to "JEDI")
 - i. Transparency Zone
 - ii. Safe Zone
 - iii. Inclusion Zone: Unconscious Bias
 - iv. Dream Zone
 - v. NEW ZONE TRAINING COMING!!!: CDAD is helping with this one
- d. IMQ has seen more "Serious student issues" at a higher frequency, therefore Marian encourages you to come to the events and help build the community. "The community has come so far, but it depends on where you are and who you are."
- e. Dr. Tease: Feb. Love is love and Crafting, more open mics, and then!
- f. MLK Day Breakfast speakers needed: 2-minute speech., then a March, then a day of service.

12) Community Updates:

- a. Brett mentioned a Health Equity Listening Session in the chat: a short discussion ensued about those:
 - i. started last fall, to get students together to talk about care, and find out how Health services is doing with serving underrepresented groups.
 - ii. Health Equity Listening Session we are hosting with IMQ on 1/19 6-8P. In-person at IMQ.
- b. Tim Westerhaus: networking about getting his choir out into the community, maybe at MLK breakfast.

13) Happy holidays and adjourned at 11:46am.