# LGBTQIA Commission

**August Meeting Agenda**

8/24/2023

3:30 PM – 5:00 PM

Join Zoom Meeting

<https://nau.zoom.us/j/89727160673?pwd=Z3ZLelJSZldUZUt1QUhRSFNEM3J6Zz09>

Meeting ID: 897 2716 0673

Password: **LGBTQIA**

**Attendance:** Chelsea Green, Sean Parson, amanda Williamson, Amanda McNair, Bryan Bove, Carla Wilson, Chelsea hutton, di murphy, felicia, Hannah elzer, irene wise, Jeremy Lebuff, Dee Wegwert, Jordan Jones, Julian Bernhardt, Justin Mallett, Megan McCoy, River Olson-Davis, steven **Moeckle**

1. **Land Acknowledgement**
   1. *I want to take a moment to acknowledge the land we make use of today**as NAU’s Flagstaff Campus occupies homelands of Diné, Hopi, Hualapai, Havasupai, Yavapai, Apache peoples and those unnamed ancestors that came before settler- colonialism an continue to struggle against it today. These lands border sacred mountains to these and many other peoples. I want to acknowledge and honor these communities, past, present, and future. Thank you for the many contributions you have made to humankind. I also want to acknowledge that I have the responsibility to find ways to work with them for a future of any kind.   
      I want to further acknowledge that NAU’s State-wide campuses occupy traditional lands of the Chiricahua, Chemehuevi, Cocopah, Maricopa, Mojave, Akimel O’odham, Tohono O’odham, Tewa, Southern Paiute, Southern Ute, Halchidhoma, Quechan, & Zuni peoples. I acknowledge and honor these peoples, past, present, and future.*

1. **Upcoming Hispanic Heritage Acknowledgement**

From the beginnings of Lgbtqia Liberations during early days at stonewall in New York and Compton cafeteria in San Francisco, to Flagstaff community members fighting for justice for a local LGBTQIA activist who was deported and killed partially for their LGBTQIA status, to today’s continuing struggle forTrans lives and rights, the Latin@/x/e community is one of many voices that hold solidarity and faith in the struggle for human rights. From Ritchie Torrez, the first Openly gay afro-latine congressperson from NY to Silvia Rivera, Gloria Anzaldúa , Fridah Kahlo, Felicia Elizonda, and Ray Navaro. Our people work together to make progress for each other. To stay alive and to stay together.   
  
I want to thank my ancestors and bring my community together as well to celebrate the strengths of my and many other latine communities this month. Happy Hispanic Heritage Month!

1. **Introductions** (Pls be Brief as we have so much to cover)
2. **Co-Chair-ship:** Volunteers for the position.
   1. **Chelsea is leavin this term and I am at the end of the year.**
3. Minutes are taken today by Sean, our co-chair. Because they will be presenting for part of this meeting, we would like your permission to record this meeting for the purposes of note taking by Sean. We intend for the recording to be seen by no one other than Sean for this purpose. The meeting minutes should suffice for those who were unable to join us today, but we do want the opportunity to share as much as we can with our colleagues. In that spirit**, I’d like to raise the resolution for recording this one meeting only for the use of our commission note taker, Sean Parson.**

**Can I get a second? Amanda mcNair**

**Any discussion? none**

**All in favor? unanimous**

1. **Budget (**how much we are getting this year, Justin?**):** 
   * 1. Last year was 4000 and we have yet to hear about the funding for this year
   1. **VP-IDE, ASNAU, Julian Bernhardt – Speaker.** 
      1. **Flagpole Resolution for financial support of $50.00**
         1. Install a pride flag on campus, at the union, right next to the lumber jack statue (or the sexy lumberjack statue). Would install a flagpole and have a pride flag 24/7 with the ability to alternative the flag out for the different other diversity and monthly celebrations of diversity. The flag pole Is headed to facilities committee now. Looking at the building and budget, wants the money to come from the community. Wants to ask the commission for their support.
      2. **Resolution for continuing, follow-through support.**
         1. **Amanda—**we should suppor this; Justin Mallett, we should talk about the political climate around putting this up by talking to political person and legal person involved—Justin B is in the process of doing so and will do so more after it moves from facilities;
         2. **Motion: Ari moved**
         3. **Second: Hannah**
         4. **Vote: 19 in favor out of 24 in attendance the rest abstain**
      3. **Plan B Vending Machine:** other ideas, Trans self-defense guide, Asexuality Zine. Possibly Narcan as well.
         1. Forty plan b machines throughout universities in the US, including two in florida—gainsville and tampa. To circumvent abor, this is not an abortion service but a contraception service. Also shifting the term from emergency contraception machine to harm reduction. Included in the machine: plan b, Narcan, fentynl testing strips, and what else? Opens conversation to add ideas from the commission?
            1. Contact info: [Jtb459@nau.edu](mailto:Jtb459@nau.edu)
            2. Where would these machines be located (Hannah elzer): the first one will be launched (December) in the ASNAU office which will be secluded and accessible for students (though not in an ideal location). Goal is to move to the north union. The second machine will be in the south union. If we can get enough support, wants to move out of the asnau office earlier than December.
            3. Felicia, what does the cost look like for the machine and also to keep up with the items in the machine. Has the machines already. Has a deal with the country for Narcan and is working with reproductive rights groups for planned b. ASNAU office has money which will go into this machine.

Irene can help put in touch with health promotions.

* + - * 1. Recommended items: bulletin board next to it, where information about hotlines or information for local services can be provided (or include within it); at home hiv kits; bidning tape; gaff ideas
        2. Amanda: when is the vote? No clue yet, will let us know; any trans specific items for the machine—binding tape; can we create a pool of money to help those without resources to access items from it (louie’s cupboard might be able to help with that).
  1. **Steven Moeckle, Assoc. Proff. Of Violin – Speaker**
     1. **LGBTQIA+ Concert –** 
        1. Last year put on a concert with openly queer composers and it was an amazing concert with a lot of students coming to them and really finding a lot of connection and joy with the concert. Last year had a couple speaker and wants to pay them. Has a tran masc activist who is on refuge from Crimea in the Ukraine; has support for the office of inclusion and others; requesting money to pay the speakers and performers.
        2. Brian—collaborating with gender inclusive housing to do a glo rave, casual and comfortable vibe for the event, getting the speakers makes the event more intersectional and meaningful as well as an even filled with queer joy
        3. Nancy—helped organize this even last year; had to turn so many people away who wanted to perform from the school of music; first time nau has celebrated queer composers and music makers; there was so much support for the event by the music school. This year it is going to be shrunk to cut the run time, since last years was long.
        4. What is the ask? $1500 from the commission. Will bring in funding for Rubin and others from LA
           1. Rubin Sofkey jr—water messenger from hopi, did the opening ceremony last year and first time they had been in the music school; alex booden, a trans masc actor from LA, helped him get to the us from Ukraine as a gay man being targeted.
           2. Ari: in the past we have had the problem of not deciding and losing the money so its good to be having the conversation this early in the year. Lauren commented that we have 5000 for this year; lauren: have you looked into Stac funding for refreshments and other services; sean asked if we can help bring in other commissions and departments and groups for funding as well; brian—since our last meeting, the office inclusion, nancy mentioned speaker series and funding speakers for different months there might be a way to get some funding/synergy with leadership and engagement to fund and advertise the event
           3. Motion to move the money vote to next month: sean
           4. Second: amanda
           5. October 11th is the time of the concert
  2. **Cline Library Collaboration –** “Graphic Novels and Comics” (Kevin Ketchner, Cline) (Collab w/ A. McNair’s Students’?)
     1. Last year discussed spending some budget and working with cline to bring in literature and works that are open to queer and trans identities. We are focusing on trans identity because our library is very much lacking in that resource.
  3. **J.Mase -** [**https://jmaseiii.com/aboutmase/**](https://jmaseiii.com/aboutmase/)
  4. **TC Tolbert -** [**http://www.tctolbert.com/about.html**](http://www.tctolbert.com/about.html)
  5. **other ideas:** 
     1. Amanda: class is collaborating with other classes for a campus wide clothing swap. Collaborating with WGS 301 and social work 433 (?) and the students will be engaging in two different activist projecst in the semester. First is the clothing swap—hoping we can help financial support this project after the students figure out what resources are needed. Event will be oct 11th. Likely request is $100 to $200. Having pride pins and other items available

1. **Acknowledgements and awards**
   1. **Inclusive Excellence Social Media features (Justin)** 
      1. Looking for people to opt in for people to join a list of members of staff/faculty to create a list of people in the commission who can be recognized and are willing to be publicly available in our commission.
      2. Goal is to help nau marketing and information to support our diverse faculty and staff.
   2. **Diversity Awards**
      1. We need to keep our eyes out for people to support with the diversity awards for this year. We do one for faculty, staff, community member/ally, and student.
      2. Novermeber will be when the form will be available
   3. **4 awards – Student recognition**
   4. **Scholarship Committee**
      1. Last year we gave out 3 scholarships, for the first time. But this semester we will have one to give out. We need to have a committee for deciding who to give the money towards. Hoping to give out the award before the end of the year but this year should be done much earlier.
         1. Bryan Bove: how much for award? 1k a year.
2. **Updates and announcements**
   1. **CoCom Announcements:** 
      1. **VP IDE /Inclusive Excellence – Justin Mallett**
         1. Been at the job for 86 days. Has done a deep dive into nau and has seen a few things they want to focus on. First, the alliagnment piece—there are many different grousp on campus working on the topic but these groups are not communicating and wants to build that network and communication space. Second, a shift in language from dei or deij ect but is instead moving to “inclusive excellence” as the language to be used. Doing the same work but with a different framing. Third, refocusing on the diversity inclusion plan to the exclusive excellence plan. He Is asking to have a representative from each commission to be on this planning team to repioritize the plan. Fourth, we are fact finding and revising the training. Working with lee griffen in hr to work on training. Moving from Zone to a three-level approach to trainings and workshop. 1: basics, 2: inclusive language and implicit thought and pedagogy, 3: how to be an ally and to assess diversity initiatives. Goal is to have these rolled out in January.
         2. Other things: working on a glossary for shared language which Chelsea will send out; also, a religious document day calendar that will be sent out to everyone

**Things from Justin’s emails:   
Mission/Vision Statements  
Mission:** The Center for Inclusive Excellence and Access supports NAU’s mission by engaging, celebrating, cultivating, and fostering a welcoming environment for everyone. We are committed to building a culture that nurtures belonging, enriches learning and development, enhances research, and celebrates similarities and differences in which everyone at NAU can thrive and succeed authentically.

**Vision:** To make Northern Arizona University an environment where inclusive excellence is inseparable from elevating excellence, and to model intentional practices that respect and honor the humanity, lived experiences, and resilience of all, while creating a transformative community that values and supports all people.

* + 1. three-level training/workshop for all faculty and staff (to replace the zone trainings
    2. Looking for a Representative from each commission for: editing, prioritizing and establishing goals and metrics to the DSP
    3. Glossary: sending out when Justin tells us to, he would like your feedback.
    4. **New Chair election for CoCom**
  1. **Lee Griffin, HR Data Committee – in depth update to come in Sept. (but sent a short statement for Co-Chairs to read)**
* Confirmed that Canvas (our new Learning Managment System that is replacing Blackboard Learn) will be pulling PREFERRED name. Primary (Legal) name will be visible if no Preferred Name is on file.
* Pronouns being added to Class Rosters and Salesforce - there were some staffing changes over the summer that impacted the timing of the project, but this is still being worked on and is a priority. I hope to have a clearer idea of when this will be available before the meeting tomorrow.
* IPEDS changes - I will provide more detail at the September meeting, but IPEDS has made some significant changes in an effort to be more inclusive in the way that they collect data related to sex. More info to come at the September meeting.
  1. **IMQ – Intro: Bryan Bove**
     1. So far has been working on what lee started. There will be someone in every department to be an advocate for every program. Currently have 10 confirmed faculty
     2. Strong support of collaboration and network building and is looking to work with this commission and any person or group that wants to help that committee
  2. **IMQ Events**
     1. Will be posted into teams and sent through listserv
  3. **VP GSG – Chelsea Hutton (Grad Stu Gov’t)**
     1. have a diversity coordinator (there will be three members) they do not have anything planned. Here to work with and see where they can help with the commission and where we can work together
  4. **CoCom Announcements: Justin/Lauren** 
     1. Chris lantermen has been the chair of cocom for the last two years. His term is coming up. If anyone knows of someone who wants to be in charge of cocom let lauren know.
     2. Lauren: here are the rules who qualify for cocom and they have reached out to all those who are eligible.
  5. **Maui Fires – Irene Wise**
  6. **FLG Public Library: Felicia Fiedler**
     1. Book club meeting east side library sept 11th. They have copies of the book (physical and digital)
     2. Name change workship in October
     3. An event on two spirit presentation and also one on how to come out.
  7. **Coco County Health**
     1. **Std testing event—missed date**

1. **Community Check-in:** ANY/EVERY-BODY!
   1. Adriene: Mi Cases is available for anyone who has been a victim of any sort of assault. Can help connect to a bunch of services https://northcountryhealthcare.org/community-programs/sexual-assault-support/
   2. Irene: their office is looking to bring testing services into campus services and it will cost less than going through other services