

**Diné College Staff Association (DCSA)
November 8, 2024**

Board of Regents Report

Introduction

The Diné College Staff Association's purpose is to ensure that Diné College staff have elected representatives who reflect their interests and welfare. It serves as a communication platform between the College President, Board of Regents, and staff, while addressing issues that affect staff through recommendations to the administration. The DCSA focuses on policy recommendations, budget priorities, employee welfare, safety, work environment improvements, and salary considerations. Additionally, it seeks representation on relevant college committees and proposes community service projects aligned with the College's mission and strategic goals.

Projects

JULY

The Staff Association training session scheduled for July 25, 2024, had to be postponed due to Dr. Fowler's attendance at a conference. The training topic, "Prevention of Violence in the Workplace," will still be conducted at a later date.

AUGUST

On August 29, 2024, the monthly professional development training focused on Cultural Sensitivity, was presented by Sylvia Hadley. Conducted online via Zoom, this session saw participation from 20 staff members. The engaging presentation was inspired by the teachings of the esteemed elder, Johnson Dennison. The discussion emphasized the importance of cultural competency in shaping work ethics and skills, as well as supportive inclusive practices, conflict resolution, mediation, and the promotion of continuous learning.

SEPTEMBER

As we advance our professional development training initiatives, the staff association will host its next session on September 26, 2024, at the Tsaille main campus, available in person and via Zoom at 10 am. The staff association remains committed to offering training opportunities for staff, faculty, and students, enabling them to access professional development resources and enhance their skill sets within the workplace. Collaborating with the Department of Human

Resources, the staff association will continue to identify and implement valuable resources and opportunities for staff.

OCTOBER

As of October 1, 2024, there has been a leadership transition, with Amberia Tolino stepping down as DCSA President. According to the association's bylaws, Cameo Mejia, as Vice President, will assume the role of acting DCSA President. Mr. Mejia is committed to continuing the previous initiatives established by DCSA. Our monthly meeting is set for October 16, 2024, with the following meeting scheduled for November 13, 2024, at 1:30 PM via Zoom. Our annual Trunk or Treat event took place on October 24, 2024, featuring 25 booths and attracting over 250 community members to campus. Additionally, we have arranged a training session in collaboration with the Department of Human Resources entitled "Leadership Training" on October 31, 2024, from 10:00 am to 12:00 pm at the Crownpoint Center and via Zoom.

CONCERNS FROM THE STAFF COMMUNITY

Childcare

The childcare center has had to remove employees' children to comply with President Nygren's policy regarding childcare qualifications through the Navajo Nation. This change may force employees to consider quitting their jobs to provide childcare for their children.

Upcoming DCSA Meeting

	Date	Time	Location	# of Participants
1.	Wednesday, November 13, 2024	1 PM	Zoom	

Previous DCSA Meetings

	Date	Time	Location	# of Participants
	Wednesday, October 16, 2024	1 PM	Zoom	14
	Wednesday, September 11, 2024	1 PM	Zoom	25
	Tuesday, August 27, 2024	1 PM	Zoom	17
	Tuesday, July 23, 2024	1 PM	Zoom	27
	Tuesday, June 25, 2024	2 PM	Zoom	10

Conclusion

In conclusion, the recent months have seen significant developments within the staff association and its initiatives aimed at professional growth and community engagement. While the postponement of the July training session reflects the challenges of scheduling amidst commitments, the successful August training on Cultural Sensitivity demonstrates the association's dedication to fostering an inclusive workplace culture. Looking ahead, the September training session promises to further enhance skills and resources for staff, faculty, and students.

The leadership transition in October, with Cameo Mejia stepping into the role of acting DCSA President, signifies continuity in the association's objectives. The upcoming meetings and events, including the Trunk or Treat celebration, highlight the association's ongoing efforts to connect with the community. However, the concerns regarding childcare policies underscore the need for continued dialogue and solutions to support staff members facing challenges in balancing work and family responsibilities. Overall, the staff association remains committed to adapting and responding to the needs of its community while promoting professional development and inclusivity.

Officers

Name	Department	DCSA Position
Cameo Mejia	Tsaile Main Campus	President
Vacant		Vice-President
Jazzmine Martinez	Tsaile Main Campus	Secretary