Division of Student Affairs
Departmental Annual Report Outline – Office of Diversity

I. Departmental Mission Statement
The Office of Diversity is committed to cultivating a culturally inclusive environment where diversity of thought and expression are valued, respected, appreciated and celebrated. It serves as a resource to our campus community by providing information, referrals, advocacy, coordination and support for diversity-related events, activities, initiatives and discussions.

Services provided by the Office of Diversity continues to assist the campus in fulfilling its mission which is “to assist students in their search for knowledge and understanding and to prepare them with the attitudes, skills, and habits of lifelong learning in order to assume responsibility in a democratic community and to be useful members of a global society.

As stated in the Office of Diversity Vision Statement, we strive to be a model diversity program in preparing students to participate in a global and diverse environment. Furthermore, we are committed to assisting the campus recruit, retain and graduate students from diverse backgrounds while in the process providing them with a diverse experience both inside and outside the classroom. That process begins during the beginning of the fall semester when students are invited to attend Multicultural Welcome Receptions, followed by providing opportunities to explore issues of identity through the Conversation on Diversity Program, and concluding with Multicultural Graduation Celebrations.

II. Departmental Accomplishments
a. Continued communication of various diversity efforts and initiatives through the biannual Building Bridges Newsletter.

b. Provided Safe Zone Ally Training for Campus Community. This training establishes safe zones that help provide an atmosphere of acceptance and understanding for members of the LGBTQ Community.
c. Facilitation of our 4th Annual Diversity Art Show.

d. Facilitation of our 3rd Annual Multicultural Collaboration Reception.

e. Facilitation and celebration of our 7th Annual Conversations on Diversity Achievement Awards.

f. Facilitation of our 3rd Annual Enough is Enough Campaign, which aims to stem societal violence on campus.

g. Successful Conversations on Diversity Series.

h. Facilitation of Black History Month, Hispanic Heritage Month, Native American History Month, Asian Pacific American Heritage Month, Women’s History Month, Veteran’s Day Celebration and World’s Aids Day.

i. Internship programs with: Multicultural and Gender Studies, Criminal Justice, Graphic Design, and Department of Journalism.

j. Completion of our Hate Crime Initiative, though it was not supported by the Chancellor’s Office Lawyer.

k. Brought Ted Cox to campus to speak about the devastating effects of Straight/Gay Camps.

l. Co-Sponsored diversity related films for University Film Series: Cruz Reynoso, Sowing the Seeds of Justice; Everyday Sunshine: The Story of Fishbone.

m. Sponsored webinars: Cyber Bullying, LGBT on Campus-Three Critical Issues to Consider in 2012, and Civility on Campus: Promoting Respect and Tolerance on Campus.
n. Co-sponsor with the Jesus Center in facilitating, “Martin Luther King Celebration in Chico”

o. Co-Sponsor of “Black in White in Black in White,” Photo Exhibit

p. Sponsorship of “Vincent WHO?” Film and Discussion

q. Sponsorship of Women’s Suffrage Exhibit and Reception

r. Sponsorship of movie, “The Anatomy of Hate: A Dialogue to Hope” and post-screening discussion (via Skype) with Director, Mike Ramsdell.

**Three most important:**

1. In collaboration with University Advancement, developed a relationship with Thor Maydole and Connie Bar, who have done the following for our university:
   A. Created a donor advised fund to support current diversity-related programs and activities.
   B. Established the Joo, Maydole and Barr Scholarship to support and encourage students who are “committed to diversity issues as demonstrated by their extra-curricular activities, volunteer efforts and academic work.”
   C. Expressed their intention to fund and fulfill the purposes of their donor advised fund with a planned gift.

2. Completion of the Chico State Hate Crime Policy. The Chancellor’s Office Lawyer recommended we not implement the policy because of legalities and redundancy with other campus EM’s.

3. With the addition of our new space, the continuous traffic flow of people coming to the office wanting to collaborate and utilize our services.

**III. Changes in Policies and Procedures**

N/A

**IV. Resources Summary**

- Half-time assistant which I share with the Division of Student Affairs
- $8,119 Budget
- $5,000 to fund one work study student
V. Program Evaluation for Past Year

1. Diversity Strategies and Initiatives
   - Continue to develop and measure student learning outcomes specific to diversity (Strategic Goal #1, 2,4)

   Facilitated “Got Diversity?” Survey with a random group of students on our campus. The intent of the survey was to assess their familiarity with various diversity programs and offices, as well as their feelings as to whether Chico State Values Diversity (150 responses).

   Which of the following programs are you familiar with (Check all that apply)

<table>
<thead>
<tr>
<th>Programs</th>
<th>Response</th>
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<tbody>
<tr>
<td>Conversations on Diversity</td>
<td>10.44%</td>
</tr>
<tr>
<td>Cross-Cultural Leadership Center</td>
<td>12.23%</td>
</tr>
<tr>
<td>Multicultural and Gender Studies\</td>
<td>12.12%</td>
</tr>
<tr>
<td>Office of Diversity and Inclusion</td>
<td>8.53%</td>
</tr>
<tr>
<td>Gender and Sexuality Equity Center</td>
<td>9.43%</td>
</tr>
<tr>
<td>Accessibility Resource Center</td>
<td>5.95%</td>
</tr>
<tr>
<td>Global Connections</td>
<td>1.46%</td>
</tr>
<tr>
<td>Safe Zone Ally Program</td>
<td>8.42%</td>
</tr>
<tr>
<td>Student Veterans Organization</td>
<td>6.17%</td>
</tr>
<tr>
<td>Chico State Student Success Center</td>
<td>5.27%</td>
</tr>
<tr>
<td>As Multicultural Affairs Council</td>
<td>8.53%</td>
</tr>
<tr>
<td>Safe Place</td>
<td>10.44%</td>
</tr>
<tr>
<td>None</td>
<td>1.01%</td>
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</tbody>
</table>

   I believe Chico State Values Diversity

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<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Strongly agree</td>
<td>33.33%</td>
</tr>
<tr>
<td>Moderately agree</td>
<td>46.67</td>
</tr>
<tr>
<td>Neither agree or disagree</td>
<td>9.33%</td>
</tr>
<tr>
<td>Moderately disagree</td>
<td>6.00%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>4.67%</td>
</tr>
</tbody>
</table>

   - Implement Hate crime Initiative (Strategic Goal #1, 2, 4, 6)

   Completed and very excited about what was produced, though the Chancellor’s
Office lawyer suggested we not implement because of legalities and redundancy with other EM's.

- Campus Climate Survey (Strategic Goal #1, 2, 4, 6)
  This project has been given to a committee under the Diversity Action Plan.

- Support Up 'til Dawn fundraising effort (Strategic Goal #1, 4, 5)
  Chico State was the top fundraising school with $106,000 raised.

2. Diversity Collaborations

- Partner with City in deterring negative behavior on Cesar Chavez Day, Cinco de Mayo, and St. Patrick’s Day (Strategic Goal #1, 2, 4, 6)
  Our biggest effort thus far. We sent letters to our local bars asking for their support in deterring negative behavior on these days. We also sent educational information to our campus and city police. Though there is much more work to be done surrounding this effort, positive strides are being made.

- Initiate collaboration between Diversity Departments in the CSU system to more effectively utilize CSU system resources (Strategic Goal #1, 2, 4, 6)
  We had our first meeting, which was a success. We had representation from many of our sister campuses (Cal Poly Pomona, CSU Dominguez Hills, Fresno State, CSU Fullerton, CSULA, Humboldt State, SJSU, Sonoma State). We talked about various diversity initiatives and efforts that are taking place on our respective campuses. We also talked about forming a CSU wide Diversity Committee to share best practices.

- Partner with Community Stakeholders in a series of Community Collaborations Meetings to encourage ongoing collaboration, advocacy and referral (Strategic Goal 1, 2, 4, 6). Met with members of various community organizations (ALCU, Peace and Justice Center, Stonewall, Catalyst, Boys and Girls Club, Paradise Center for Tolerance and Nonviolence) to update each other on what is happening in our respective groups.

3. Diversity Training and Education

- Facilitate diversity training for students, faculty, and staff (Strategic Goal #1,2,4)
  Student Employment Diversity Training, which was another huge success. I hope to facilitate one per semester. Another successful Diversity Academy, we had 23 faculty and staff participate in this year’s cohort.
• Campus wide Diversity Conference in the spring of 2012 (Strategic Goal #1, 2, 4, 6) We have decided to collaborate with CELT to create an ongoing Diversity Track as a part of this conference.

VI. Ongoing Assessment Efforts

Conversations on Diversity Program

<table>
<thead>
<tr>
<th>Semester</th>
<th>Sessions</th>
<th>Number of Attendee’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2011</td>
<td>4</td>
<td>500 +</td>
</tr>
<tr>
<td>Spring 2012</td>
<td>5</td>
<td>500 +</td>
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Multicultural Welcome Receptions

<table>
<thead>
<tr>
<th>Reception</th>
<th>Number of Attendee’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>85</td>
</tr>
<tr>
<td>Black/African American</td>
<td>65</td>
</tr>
<tr>
<td>LGBT</td>
<td>50</td>
</tr>
<tr>
<td>Latino (a)</td>
<td>80</td>
</tr>
<tr>
<td>Veterans</td>
<td>40</td>
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Student Employment Diversity Training

<table>
<thead>
<tr>
<th>Year</th>
<th>Number attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2011</td>
<td>250+</td>
</tr>
<tr>
<td>Spring 2012</td>
<td>250+</td>
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Most Critical Performance Indicators:

- The data from Student Voice continues to show that those who attend the Conversations on Diversity Program find it beneficial to their academic experience.
- The data from Student Voice shows that those who attend the MC Receptions find it beneficial to their college experience.
- The data from Student Voice shows that those who attend the Student Employment Diversity Training are better equipped with the necessary resources and tools to better serve many of the diverse populations on our campus.
- The usage of the Diversity Website continues to be impressive, serving as a hub for our campus diversity efforts and initiatives. Data provided by
Information Resources shows that during the 2011-2012 fiscal year there were over 22,000 “hits” on the diversity website.

VII. Analysis: What actions need to occur to move the program to the “next level”?
- A full time assistant (when the budget allows) would allow me to focus on more pertinent diversity-related issues rather than the day-to-day administrative details of running my program.
- Financial resources necessary to increase curricular and co-curricular events and activities to fulfill the University’s Vision of preparing students to participate in a global and diverse environment.
- Financial resources necessary to increase diversity-focused training to faculty, staff and students to achieve the University’s mission of cultivating a culturally inclusive environment where diversity of thought and expression are valued, respected, appreciated and celebrated.

VIII. Goals: Present goals for the next academic year
1. Diversity Strategies and Initiatives
   - Continue to develop and measure student learning outcomes specific to diversity (Strategic Goal #1,2,4)
   - Develop Chico State Hate Crime Resource Website (Strategic Goal #1,2,4,6)
   - Exit survey for graduating underrepresented populations (Strategic Goal #1,2,4)
   - Support Up ’til Dawn fundraising effort (Strategic Goal #1,4,5)

2. Diversity Collaborations
   - Ongoing collaboration with campus and surrounding community stakeholders (Chico Police, Butte College, Peace and Justice Center, Associated Students etc.) to deter negative behavior on Cesar Chavez Day (Strategic Goal #1,4)
   - Collaboration between the Focus Film Festival and the Office of Diversity to facilitate a more diverse and inclusive event for our Chico Campus Community (Strategic Goal #1,3)
   - Collaboration with Foster Youth Committee to ensure that underrepresented populations have access to college education (Strategic Goal #1,4)
   - Continue to develop relationship with donors Thor and Connie Maydole (Strategic Goal #5)

3. Diversity Training and Education
• Develop and implement Faculty and Staff Diversity Certificate Program (Strategic Goal #1,2,4)
• Incorporation of an ongoing Diversity Track into the CELT Conference (Strategic Goal #1, 2)