I. Departmental Mission Statement

The Office of Diversity and Inclusion 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 continue 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 and Inclusion Program, and concluding with Multicultural Graduation Celebrations.

II. Departmental Accomplishments

Note: My unit diversity plan accomplishments are reflected in my departmental accomplishments.

a. Continued communication of various diversity efforts and initiatives through the diversity website, our weekly updates through Constant Contact, facebook, twitter, and the biannual Building Bridges Newsletter.
b. Provided Safe Zone Ally Training for Campus Community, which included 2 sessions specifically for faculty, with the support of CFA. This training establishes safe zones that help provide an atmosphere of acceptance and understanding for members of the LGBTQ Community.

c. Facilitation of our 5th Annual Diversity Art Show, which took place during March in Kendal Hall.

d. Facilitation of our 4rd Annual Multicultural Collaboration Reception, which provides members of our campus and community with an opportunity to network and build alliances with their fellow colleagues who are involved with diversity work on our Chico State Campus.

e. Facilitation and celebration of our 8th Annual Conversations on Diversity and Inclusion Achievement Awards, as we honor and celebrate the outstanding diversity work of our students, faculty, staff and alumni.

f. Creation of the Champions of Diversity Award, awarded first recipients. This award recognizes offices/colleges/departments for their efforts in creating an inclusive and welcoming community for our Chico State Campus.

g. Very successful Conversations on Diversity and Inclusion Series, which focuses on the complexities of group and individual identities and how they influence one another.

h. Facilitation of Black History Month, Women’s History Month, Veteran’s Day Celebration and World’s Aids Day.

i. Internship programs with the Department of Journalism. I work with a group of amazing students to produce, Building Bridges, our bi annual diversity newsletter.

j. Facilitation of Student Employment Diversity Training (250+ people each semester). This two-hour training is designed to provide student employees with the necessary resources and tools to effectively communicate with and serve the diverse populations of the campus community.

k. Facilitation of Multicultural Welcome Reception. Receptions included: Black Welcome, Native American Welcome, Veteran Welcome, Asian
Welcome, Bienvenida, and LGBTQ Welcome. This year we added a reception for re-entry students. The Multicultural Welcome Receptions provide an opportunity for new and current students to network and build alliances with members of our campus community.

l. Facilitation of a networking social between the Black Faculty and Staff Association and Chicano Latino Council. This social provided both groups with an opportunity to build alliances and share goals and objectives.

m. Facilitation of our first Harvey Milk Holiday Celebration. Our office produced an information and photo booth to educate and engage the campus community. The event was a success.

n. Facilitation of Diversity Training with University Police Department. I co-presented with Bev Gentry from Human Resources. I was able to provide various diversity-related resources and tools, so that they can better support the diverse members of our campus community.

o. Diversity Presentation for the Division of University Advancement. Outcomes included: UA to gain more knowledge about the importance of diversity, what exactly diversity means, how it relates to Chico State, as well as the various constituents that we interact with on a daily basis (colleagues, students, donors and prospective donors, community members, members of the public, etc.).


q. Facilitated HIV Testing for National Black HIV/AIDS Awareness Day. With the support from Butte County Behavioral Health, we were able to facilitate free HIV Testing to members of our campus. Over 50 people were tested.
r. Facilitated diversity meeting with Student Affairs Directors, which emphasized inclusive practices, actions plans, and diversity updates.

s. National Coming out Day Activities, which include a very successful NOH8 Campaign Photo booth and film, “Voices of Tolerance.” The photo booth resulted into an educational poster that was created and distributed to participants and members of campus.

t. Creating of a campus-wide Chico State Diversity Brochure, which highlights our university diversity offices and departments. This brochure has been placed in the Chico State Information Center and various office and departments across campus.

u. Completed the Campus Pride application process. The Campus Pride rates “LGBTQ Friendly” campuses. We received 3 out of 5 stars. Further results and recommendations to increase our rating will be coming out this fall.

Three most important:

1. Development of “Diversity and Inclusive Teaching.” This webpage is intended to provide faculty with diversity-related information, tools, and resources. It is the intent that these resources will enable our faculty to better serve the diversity within their classrooms.

2. Co-sponsorship of the Focus Film Festival, “Celebrating Diversity and Inclusion Through Film.” This three-day film festival took place on our Chico State Campus and Sierra Nevada Brewery. Over 1,400 participants had the opportunity to see powerful films and documentaries focusing on various issues surrounding diversity.

3. Co-Sponsorship of LGBTQ advocate and lecturer, Pat Griffin to speak at Chico State. She facilitated three forums to students, coaches, and the general. An outcome of her visit was the development of the “Chico State You Can Play” video, which was created by some of our students who attended her presentation.

III. Changes in Policies and Procedures

Name change from Office of Diversity to Office of Diversity and Inclusion
IV. Resources Summary
   - Half-time assistant which I share with the Division of Student Affairs
   - $8,119 Budget
   - $5,000 to fund two work study students

Changes:
N/A

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) [Unfinished/Unmet]
     - An area in which I will continue to become stronger, particularly with analysis. I continue to assess my diversity trainings, workshops and presentations, as an opportunity to make them more effective for the participants.

   - Develop Chico State Hate Crime Resource Website (Strategic Goal #1,2,4,6) [Unfinished/Unmet]
     - This project will be included in my goals for next year. Our former Chief Diversity Officer was going to lead this effort, but with her departure from this position, I will see it to completion.

   - Exit survey for graduating underrepresented populations (Strategic Goal #1,2,4) [Unfinished/Unmet]
     - Because of time and resources, I decided not to move forward with this effort. I will encourage the Admissions Office to pursue.

   - Support Up ‘til Dawn fundraising effort (Strategic Goal #1,4,5) [Exceeded]
     - Very successful event, which raised $111,247.44. We also had 2000+ participants and 240 service hours were logged.

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) [Exceeded]
     - Each year this effort gains more momentum. Additions included: Cesar Chavez Day Awareness video, Rally in Trinity Commission, class educational talks, and a more organized Cats in the Community.
• 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) [Exceeded]
  o Very successful collaboration, which provided an opportunity for diversity education through film. I was the main speaker at the kickoff event at Sierra Nevada Brewery. I spoke about the importance of diversity in our daily functions. We had 14,000 people attend films over the three-day festival.

• Collaboration with Foster Youth Committee to ensure that underrepresented populations have access to college education (Strategic Goal #1,4) [Met]
  o Member of the Foster Youth Planning Committee. Assisted in the development of current efforts. My office will be a sponsor for the upcoming Foster Youth Conference.

• Continue to develop relationship with donors Thor and Connie Maydole (Strategic Goal #5) [Exceeded]
  o This past year the Maydole’s graciously provided my office with financial support to sponsor not-state funded activities and efforts. They are hoping to do the same for the 2013-2014 academic year.

3. Diversity Training and Education
• Develop and implement Faculty and Staff Diversity Certificate Program (Strategic Goal #1,2,4) [Met]
  o The first cohort of 26 faculty and staff has been accepted into the program, which will start this fall. This past year was committed to finalizing logistics for the program.

• Incorporation of an ongoing Diversity Track into the CELT Conference (Strategic Goal #1, 2) [Exceeded]
  o Very successful effort, which will continue this fall. We had 11 diversity sessions focusing on various areas of diversity. I co-presented three of the sessions: Now What?!?!: Next Steps for the Unit Diversity Plan, Round Table Discussion, and Responding to Challenges Faced by GLBT Faculty & Staff

VI. Ongoing Assessment Efforts

<table>
<thead>
<tr>
<th>Conversations on Diversity Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Semester</td>
</tr>
<tr>
<td>----------</td>
</tr>
<tr>
<td>Fall 2012</td>
</tr>
<tr>
<td>Spring 2013</td>
</tr>
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</table>
Multicultural Welcome Receptions

<table>
<thead>
<tr>
<th>Reception</th>
<th>Number of Attendee’s</th>
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</thead>
<tbody>
<tr>
<td>Asian</td>
<td>80</td>
</tr>
<tr>
<td>Black/African American</td>
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<tr>
<td>LGBT</td>
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<tr>
<td>Latino (a)</td>
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<tr>
<td>Veterans</td>
<td>45</td>
</tr>
<tr>
<td>Re-Entry</td>
<td>60</td>
</tr>
<tr>
<td>Native American</td>
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<tr>
<td>AB 540</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 2012</td>
<td>300</td>
</tr>
<tr>
<td>Spring 2012</td>
<td>225</td>
</tr>
</tbody>
</table>

Changes to the Division of Student Affairs “Charting the Course for Student Success”

I. Trends and Challenges:
At the end of the paragraph, I would recommend using underrepresented students rather than minority students.

II. Planning Process:
I would recommend adding a bullet focusing on diversity, i.e.
Believing in the value of inclusivity, we continue to foster a welcoming, respectful, and safe environment for all members of our campus community.

Goal I:
I would recommend adding a bullet focusing on our collaborative partnerships with the diverse communities in our service area.

Student Learning Outcomes & Measurers of Performance:
- I am not sure if AS Presents still exists.
- Disability Support Services should be changed to Accessibility Resource Center.
- Diversity Office should be changed to Office of Diversity and Inclusion.
  - Second bullet should be changed to: Increased participation of campus and local community members with Conversations on Diversity and Inclusion, Multicultural Welcome Receptions, and various diversity related workshops, presentations and trainings.
- Psychological Counseling and Wellness should be changed to Counseling and Wellness.
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. Note: Name change from Conversation on Diversity to Conversation on Diversity and Inclusion to avoid infringement on copyright laws.
- The data from Student Voice shows that those who attend the MC Receptions find it beneficial to their college experience. We added two new receptions: Re-Entry and AB 540 (though the AB 540 isn’t listed on the poster because of confidential issues for those students)
- 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 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 2012-2013 fiscal year there were over 17,223 “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.
- Increased 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.
- Increased 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

CSU, Chico Office of Diversity
Goals for 2013-214
1. Diversity Strategies and Initiatives
   - Support the facilitation and analysis of the Campus Climate Survey (Strategic Goal, #1,2,3,4,5,6)
   - Develop Chico State Hate Crime Resource Website (Strategic Goal #1,2,4,6)
   - Stereotyping Educational Poster Campaign: The poster will visually illustrate how mocking someone’s culture, can be harmful and offensive. This will be combined with an awareness video addressing stereotyping. Faculty will be encouraged to discuss these issues with students during Halloween week. (Strategic Goal, #1,2,4,6)
   - Welcome to Chico State - an Inclusive Environment, Poster Campaign, which will visually illustrate our commitment to the diversity of our campus community. (Strategic Goal, #1,2,4,6)

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)
   - Creation of the Student Affairs Diversity Council, which will include a representative from each department within the Division of Students Affairs. This group will support Chico State’s Diversity Action Plan by assisting in implementation of departmental diversity action items. (Strategic Goal, #1,2,3,4,5,6)

3. Diversity Training and Education
   - Facilitate a successful first Faculty and Staff Diversity Certificate Program (Strategic Goal #1,2,4,6)
   - Development and facilitation of a diversity-training program for managers/supervisors. (Strategic Goal #1,2,4,6)

4. Fundraising
   - Partner with the Division of Advancement to recruit one new donor committed to funding diversity initiatives. The Office of Diversity will also create a campus-wide diversity calendar for the purpose of education, as well as to raise financial support for non-state supported efforts. (Strategic Goal #1,2,4,5,6)