Departmental Annual Report Outline – Office of Diversity and Inclusion

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, and the biannual Building Bridges Newsletter.
b. Provided 10 Safe Zone Ally Training for Campus Community, which included four sessions specifically for faculty, with the support of CFA. We also facilitated our first ever training to members of Sr. Management, which went well. This training establishes safe zones that help provide an atmosphere of acceptance and understanding for members of the LGBTQ Community.

c. Facilitation of our 6th Annual Diversity Art Show, which took place during March in Kendall Hall.

d. Facilitation of our 5th Annual Multicultural Collaboration Reception, which provides members of our campus and community with an opportunity to network and build alliances with their colleagues who are involved with diversity work on our Chico State Campus.

e. Facilitation and celebration of our 9th Annual Conversations on Diversity and Inclusion Achievement Awards, to honor and celebrate the outstanding diversity work of our students, faculty, staff and alumni. This year we were able to provide the recipient of the Teach Back Award (student award) with $500, which was provided by SF Invest.

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

g. Facilitation and celebration of Black History Month, Women’s History Month, Veteran’s Day Celebrations, and Queer Week.

h. Internship programs with the Department of Journalism. I continue to work with a group of amazing students to produce Building Bridges, our biannual diversity newsletter.

i. Facilitation of Student Employment Diversity Training (200+ 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. This past year we added Internationalization as one of the topics.
j. Facilitation of Multicultural Welcome Reception. Receptions included: Black Welcome, Native American Welcome, Veteran Welcome, Asian Welcome, Bienvenida, and LGBTQ Welcome. Next year we will add a Jewish Welcome Reception. The Multicultural Welcome Receptions provide an opportunity for new and current students to network and build alliances with members of our campus community.

k. Facilitated webinars: Supporting Transgender Students in Higher Education; Religious Diversity in the Classroom: What’s Law got to do with it?

l. Native American Education Day and Tree of Peace 25 Year Celebration. Participated in a collaborative effort to facilitate a Native American Education day for our local Native American 8-12 graders and 25 Year Anniversary Celebration of the Tree of Peace. Both of these events were very successful.

m. LGBTQ Faculty and Staff Question and Answer Session
Facilitated this session as an opportunity for our LGBTQ Faculty and Staff, as well as members from HR to learn about the legalities associated with gay people who decide to get married.

n. Run for Respect
Collaboration with the WREC to provide our campus community with an opportunity to promote one of our university’s core values of diversity, through exercise.

o. National Pink Shirt Day
Thought we got rained out, the events were planned with the purpose of encouraging members of campus to show their support of bringing an end to bullying. Campus was encouraged to wear pink to symbolize we will not tolerate bullying anywhere. This day was also facilitated at our local K-12 schools. We will build upon this effort next year.

p. Harlem Renaissance Rent Party
Participated in a collaborative effort to pay homage to parties staged by Harlemites in the 1920s and 1930s to raise donations to pay their rent. Attendees dressed as their favorite figure from that era. There was also food
and dancing.

q. Queer People of Color Visibility Week
Co-sponsored our first Queer People of Color Visibility Week. Participants learned how crucial it is to consider the racial and ethnic diversity that exists within the LGBTQ+ community, in order to support the queer community in a more holistic way.

r. Multicultural Graduation Celebrations
Coordinated our five multicultural graduation celebrations (Asian Pacific Islander, Black, Latino/a, Lavender, Veteran).

s. 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.

Three most important:

1. Sponsored four students to attend a Dream Conference at UC Berkeley, which focused on issues surrounding undocumented students. As a result, these students (and members of their student organization), will plan a similar conference on our campus this fall.

2. Facilitated a conversation between Advancement and Financial Aid and Scholarship, as an opportunity to better understand our diversity scholarship application process, as well as discuss methods to generate more diversity donors. This effort will dovetail with one of my goals for the fall semester: Collaboration with the Division of Advancement and Financial Aid and Scholarships to better communicate our diversity-related scholarships/awards to prospective and current students. In addition, we will create a brochure for potential diversity donors.

3. Chico Cultural Collaboration Reception
Led a collaborative effort (in the spring) to offer our new and returning students an opportunity to network and build alliances, and make connections within the campus community. This effort included food, prizes, informational booths, and entertainment. This event was highly successful and there is an overwhelming amount of support by the campus community to repeat the reception in spring 2015. This event aids in our efforts to retain students on our campus.
III. Changes in Policies and Procedures
N/A

IV. Resources Summary
- Half-time assistant which I share with the Division of Student Affairs
- $10,000 Budget
- $6,000 to fund two work study students

Changes:
Additional dollars for work study and my overall budget.

Program Evaluation for Past Year

1. Diversity Strategies and Initiatives
   - Support the facilitation and analysis of the Campus Climate Survey (Strategic Goal, #1,2,3,4,5,6) [Unfinished/Unmet]

   The Campus Climate Survey, which was initially scheduled to be facilitated in the spring of 2014 has not taken place. This effort is being reexamined to determine the best format for our campus.

   - Develop Chico State Hate Crime Resource Website (Strategic Goal #1,2,4,6) [Met/Unfinished]

   A draft has been completed and the site was scheduled to go live in Fall 2014, but the Chancellors Office Lawyer recommended that we align the language from this website with Executive Order 1097.

   - 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)

   This was a very successful effort that we will continue to facilitate. I received a great deal of positive feedback and support from members of campus to continue.

   - 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) [Exceeded]
• Another successful campaign. It is encouraging to see this poster across campus in various offices and departments. Students have mentioned that it is nice to see their identity reflected in the poster.

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]

This campaign continues to get better each year, as more collaborations are formed to change behavior centered around this holiday. This year CADEC and the Wildcat Way Committee joined the effort. Other Stakeholders include: UPD, Chico PD, Butte College, Public Affairs, AS Government, MechA, and CCLC. This year we sent a pledge to local bar owners, asking them not to participate in activities that would stereotype members of our Latino/a Community. Four bar owners pledged to support our cause.

• 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) [Met]

We met twice last semester and had productive conversations surrounding the progress (and lack of) of our department Diversity Action Plans. I look forward to meeting with this group at the beginning of this semester as we create and accomplish goals for the year, as well as make recommendations to our division and the campus at large about fostering inclusivity on our campus community.

3. Diversity Training and Education
• Facilitate a successful first Faculty and Staff Diversity Certificate Program (Strategic Goal #1,2,4,6) [Exceeded]

This program was very successful, as the cohort was comprised of 24 members of campus, representing all four our divisions. This program provided another opportunity for faculty and staff to gain necessary resources and tools to better serves the diverse members of our campus community.

• Development and facilitation of a diversity-training program for managers/supervisors. (Strategic Goal #1,2,4,6) [Met]

Program has been established and scheduled to take place this August.
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) [Exceeded]

I found a local donor to contribute a $500 award to the recipient of our Teach Back Award, which is part of our annual Conversations on Diversity and Inclusion Awards. The calendar was created, but we ran into problems with Financial Services, trying to collect payments. This project has been put on hold.

V. Ongoing Assessment Efforts

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<th>Multicultural Welcome Receptions</th>
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Changes to the Division of Student Affairs “Charting the Course for Student Success”

N/A
Most Critical Performance Indicators:

- The data from Student Voice continues to show that those who attend the Conversations on Diversity & Inclusion 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. Next year we will add a new reception: Jewish Welcome Reception.

- 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 data from the Diversity Certificate Program and Diversity Academy shows that these programs are beneficial to the participants professional and personal growth in fostering inclusivity on our campus community.

- 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 2013-2014 fiscal year there were over 17,500 “hits” on the diversity website.

VII. Analysis: What actions need to occur to move the program to the “next level”?

- 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.

- Continued 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.

- Full support from cabinet to foster inclusivity in all areas of our campus.
VIII.  Goals: Present goals for the next academic year

CSU, Chico Office of Diversity and Inclusion
Goals for 2014-2015

1. Diversity Strategies and Initiatives
   • Support the development of the University Diversity Council, which will guide our campus diversity initiatives. (Strategic Goal #1,2,4,6)
   • Develop a NUFP Internship Program for our campus, which will aid in our efforts to recruit diverse applicants to our campus. (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 #1,2,4)
   • Collaboration with the Division of Advancement and Financial Aid and Scholarships to better communicate our diversity related scholarships/awards to prospective and current students. In addition, create a brochure for potential diversity donors. (Strategic Goal #1,2,4,5,6)
   • Collaboration with the Chicano Latino Council to facilitate a successful and engaging Hispanic Heritage Month. (Strategic Goal #1,2,3,4)

3. Diversity Training and Education
   • Facilitate Safe Zone Ally Trainings to both our Athletic Department, as well as University Police. (Strategic Goal #1,2,4,6)
   • Ongoing collaboration with the Focus Film Festival to provide diversity-focused education through the art of film. (Strategic Goal #1,2,4,6)

4. Fundraising
   • Partner with the Division of Advancement to recruit a new donor committed to funding diversity initiatives. (Strategic Goal #1,2,3,4,5,6)
   • Roll out our new Up’Til Dawn Fundraising Campaign (Strategic Goal #1,4,5)