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 7 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 7th Annual Diversity Art Show, which took place during March in Kendall Hall.

d. Facilitation of our 6th 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. Very successful Conversations on Diversity and Inclusion Series, which focuses on the complexities of group and individual identities and how they influence one another.

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

h. 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 Title IX as one of the topics.

i. Facilitation of Multicultural Welcome Reception. Receptions included: Black Welcome, Native American Welcome, Veteran Welcome, Re-Entry, Asian Welcome, Bienvenida, LGBTQ+, Welcome and Jewish Welcome. The Multicultural Welcome Receptions provide an opportunity for new and current students to network and build alliances with members of our campus community.
j. Facilitated webinar: Campus Pride Index & Campus Pride Sports Index: How LGBTQ-Friendly is My Campus?

k. National Pink Shirt Day
   Campus was encouraged to wear pink to symbolize we will not tolerate bullying anywhere. We took a campus photo and shared on various social media sites.

l. Harlem Renaissance Rent Party
   Participated in a collaborative effort to pay homage to parties staged by Harlemities 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.

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

n. 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.

o. Co-sponsor for our LEAD Conference focusing on issues surrounding our AB540 student population.

p. Facilitation of our second annual Chico Cultural Collaboration Reception, which offered 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.

q. Sponsored World Aids Day Informational Fair, which provided an information booth with educational games that taught participants how to prevent the spread of this disease.

r. Participated in our campus Trans Week activities by showing the film, “Trans: the Documentary.”
Three most important:

1. With the support of our Academic Technologies Department, we developed outreach and retention videos for the following communities: LGBTQ+, Latino/a, and Black/African American. These videos were sent to newly admitted students, as well as placed on the various social media outlets.

2. Facilitation and celebration of our 10th 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, as well as a new award of $500 to the Promising Newcomer Award recipient, sponsored by Enterprise Rental. It was a great event.

3. Facilitation of the Student Affairs Diversity Poster Session, which provided members of our campus community with an opportunity to witness the amazing diversity work that is happening in the Division of Student Affairs. It was a successful event.

III. Changes in Policies and Procedures

Increase in budget to support programs and services.
New full time assistant

IV. Resources Summary

- Full time assistant to support the Office of Diversity and Inclusion and the UDC
- $40,447 Budget
- $6,000 to fund two work study students

Program Evaluation for Past 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)
The University Diversity Council has been successfully implemented into our campus. This has been a very productive year for us and I look forward to continuing the completion of the priorities that have been charged to us by President Zingg.

- 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)

The development of the NUFP Program has been a success. Our two interns have been a pleasure to work with, as they have met with various members of our campus community to learn about the work of our Student Affairs Program.

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)

This campaign continues to get better each year, as more collaborations are formed to change behavior centered around this holiday. Stakeholders included: UPD, Chico PD, Butte College, CADEC, University Housing and Food Service, Public Affairs, AS Government, MechA, and CCLC. This year we received four pledges from bar owners, law enforcement, and liquor stores to support our efforts.

- Collaboration with the Division of Advancement and Financial Aid and Scholarships to better communicate our diversity related scholarships/awards to prospective and currents students. In addition, create a brochure for potential diversity donors. (Strategic Goal #1,2,4,5,6)

Still in process, as we have recently hired a new Director of Advancement who I am excited to work with.

- Collaboration with the Chicano Latino Council to facilitate a successful and engaging Hispanic Heritage Month. (Strategic Goal #1,2,3,4)

A very successful collaborative effort that produced various programs and events that educated members of our campus community about the latino/a
community.

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)

Still in the process of planning. Requests have been sent to leadership in both organizations

- Ongoing collaboration with the Focus Film Festival to provide diversity-focused education through the art of film. (Strategic Goal #1,2,4,6)

Very successful event that brought in over 1,400 participants that had the opportunity to see powerful films and documentaries focusing on various issues surrounding diversity.

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)

I found a corporate donor to contribute a $500 award to the recipient of our Promising New Comer Award, which is part of our annual Conversations on Diversity and Inclusion Awards.

- Roll out our new Up’Til Dawn Fundraising Campaign (Strategic Goal #1,4, 5)

Though we encountered a great deal of challenges with the initiation of the new program which was mandated from UTD Leadership, we were able to facilitate our main event.

V. Ongoing Assessment Efforts

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<th>Conversations on Diversity Program</th>
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<th>Multicultural Welcome Receptions</th>
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**Student Employment Diversity Training**

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<tr>
<th>Year</th>
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<tr>
<td>Fall 2014</td>
<td>200</td>
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<tr>
<td>Spring 2015</td>
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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.

- 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”?

- Continued 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.

CSU, Chico Office of Diversity and Inclusion
Goals for 2015-2016

1. Diversity Strategies and Initiatives

- Support the priorities of the University Diversity Council, which will guide our campus diversity initiatives. (Strategic Goal #1,2,4,6)

- Develop a 1st Generation Ally Program as an opportunity for our 1st generation students to be able to identify (for mentorship and support) faculty and staff who are also 1st generation.

2. Diversity Collaborations

- Collaboration with UPD and Chico PD to foster healthy conversations with members of our underrepresented populations about issues surrounding racial profiling and safety.

- Develop a partnership with the Oroville Hmong Cultural Center, as an opportunity to provide better support for our growing Hmong student population.

- Partner with Enterprise Rental as an opportunity to develop an annual etiquette workshop for underrepresented men on our campus community.
3. Diversity Training and Education

- Facilitate a Hate Crime/Incident Training for our campus community.

- Facilitate an ABS40 training workshop for our Senior Management Team.