California State University, Chico

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. Co-Sponsored an Interfaith Sedar with Chico Hillel and the Newman Center.

b. Co-Sponsored visiting scholar, Dr. Norma Vassallo’s visit to our campus.

c. Co-Sponsor for the Presidents Diversity Speaker, Kamau Bell, *Ending Racism in an Hour*.

d. Assisted with the development of our Hispanic Serving Institution Learning Community.

e. Facilitation of the 2nd Annual 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.

f. 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.

g. Facilitation of our 8th Annual Diversity Art Show, which took place during March in Kendall Hall.

h. Facilitation of our 7th 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.

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

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

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

m. Facilitation of Multicultural Welcome Receptions. Receptions included: Black Welcome, Native American Welcome, Veteran Welcome, Re-Entry, Asian Welcome, Bienvenida, LGBTQ+. Cultural and Religious Welcome Reception was added. The Multicultural Welcome Receptions provide an opportunity for new and current students to network and build alliances with members of our campus community.

n. Facilitated webinar: Religious Diversity in the Classroom, what’s Law go to do with it?

o. National Pink Shirt Day
2nd time participating in this important effort. Campus was encouraged to wear pink to symbolize we will not tolerate bullying anywhere. Additions included a video being shot by Academic Technologies and group photo.

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

Three most important:

1. With support from members of the Division of Student Affairs, developed a division-wide diversity statement:

   The Division of Student Affairs is committed to supporting an equitable environment for all members of our campus community. We are dedicated to creating an inclusive atmosphere of academic excellence that embraces social justice in all areas of diversity. As a division we advocate for a culture of inclusivity where diversity of thought and expression are valued, respected, and affirmed. We pledge to honor the dignity of all people.
2. With the support of Academic Affairs and Labor Relations, *developed Confronting Our Biases Training*, which allows participants to confront and challenge the cultural and institutional biases that influence the way we think, act, and navigate our lives.


**III. Changes in Policies and Procedures**
Increase in office staff with the hiring of our Interim Assistant Director of Hispanic Serving Institution Initiatives.

**IV. Resources Summary**
- Full time assistant to support the Office of Diversity and Inclusion, Interim Director of HSI Initiatives, and the UDC
- $70,120 Budget
- $6,000 to fund two work study students
- Through a grant and support from Faculty Development, we have 100 clickers that we check out to 1st Generation Students.

**Program Evaluation for Past Year**

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)

   Ongoing. Success from the University Diversity Council to include;
   New Diversity Strategic Plan Priority

   Development of the Strategies for Avoiding Unconscious Bias in the Hiring Process training

   Support for our new HSI position

   - Develop a 1st Generation Ally Program as an opportunity for our 1st generation students to be able to identity (for mentorship and support) faculty and staff who are also 1st generation. (Strategic Goal #1,4,6)
Completed. Development of a new 1st Generation and Proud Collegiate Network, 1st Generation and Proud Faculty and Staff Association, and a 1st Gen and Proud Student Organization. All organization work to provide support and resources to our 1st Gen community.

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.
  (Strategic Goal #1,2,4,6)

  Completed. Facilitated a Conversations on Diversity and Inclusion, *Closing the Gap Between the Police and our Community*. The participants had an open dialogue focusing on fostering health relationships with law enforcement and our community.

- Develop a partnership with the Oroville Hmong Cultural Center, as an opportunity to provide better support for our growing Hmong student population.
  (Strategic Goal #1,2,4,5, 6)

  Ongoing. I met with leadership of the Hmong Cultural Center as an opportunity to assist its members with their pursuit of higher education. We are working on a parent student college night to be facilitated at their center.

- Partner with Enterprise Rental as an opportunity to develop an annual etiquette workshop for underrepresented men on our campus community.
  (Strategic Goal #1,4,6)

  Completed. A successful event where representation from Enterprise Rental provided resources and tools to a group of our young men, as an opportunity to prepare them for the job market.

3. Diversity Training and Education

- Facilitate a Hate Crime/Incident Training for our campus community.
  (Strategic Goal #1,2,4,6)

  Not completed. Lack of funding to support this effort, will look at doing it again in the future.
• Facilitate an AB540 training workshop for our Senior Management Team. (Strategic Goal #1,2,4,6)

Not completed. Senior Management rarely met during the 2015-2016 academic school year.

V. Ongoing Assessment Efforts

Conversations on Diversity Program

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<tr>
<th>Semester</th>
<th>Sessions</th>
<th>Number of Attendee’s</th>
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<tr>
<td>Fall 2015</td>
<td>4</td>
<td>300 +</td>
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<tr>
<td>Spring 2016</td>
<td>5</td>
<td>350 +</td>
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Multicultural Welcome Receptions

<table>
<thead>
<tr>
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<th>Number of Attendee’s</th>
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<tbody>
<tr>
<td>Asian</td>
<td>80</td>
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<tr>
<td>Black/African American</td>
<td>85</td>
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<tr>
<td>LGBT Q+</td>
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<tr>
<td>Latino (a)</td>
<td>154</td>
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<tr>
<td>Veteran</td>
<td>30</td>
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<tr>
<td>Re-Entry</td>
<td>70</td>
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<tr>
<td>Native American</td>
<td>31</td>
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<tr>
<td>Dream Student</td>
<td>67</td>
</tr>
<tr>
<td>Religious and Cultural</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 2014</td>
<td>200</td>
</tr>
<tr>
<td>Spring 2015</td>
<td>150</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.
o 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.

o 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.

o 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.

o 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”?

o 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.

o 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.

o Full support from cabinet to foster inclusivity in all areas of our campus.
Goals for 2016 - 2017

2. Diversity Strategies and Initiatives

- Develop a campus wide name changing process for our trans* faculty and staff (Strategic Goal #1,4,6,8)

- Support the priorities of the University Diversity Council, which will guide our campus diversity initiatives. (Strategic Goal #1,2,4,6,8)

2. Diversity Collaborations

- Collaboration with Facilities Management and Creative Media & Technology to develop gender inclusive restroom signage and map for all campus single stalls. (Strategic Goal #1,2,4,6,8)

- With support from the University Diversity Council, publish our 1st Annual Diversity Annual Report (Strategic Goal #1,2,3,4,5,6,7,8)

3. Diversity Training and Education

- Facilitate a “Confronting Our Biases” workshop to members of Chico/Butte County Law Enforcement Agencies (Strategic Goal #1,4,7,8)

- Facilitate a safe zone ally training to members of our Chico State fraternities and sororities (Strategic Goal #1,4,7,8)