Annual Report
2016-2017

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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.
DEPARTMENTAL ACCOMPLISHMENTS – A HIGHLIGHT

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

a. Support for 1st Gen Faculty and Staff Efforts to include: welcome event, warm clothing drive, professional clothes drive, pizza social w/final’s gift bags, 1 gen symposium, 1st gen grad photo booth.

b. Co-sponsored a reception for the Mexican Consulate General in Sacramento. Attendees included 20 Proyecta students who visited our campus for a month.

c. Co-sponsored Las Cafeteras and hosted a discussion session with students, faculty and staff.

d. Sponsored webinar: Supporting Muslim Students: Address Islamophobia, Creates Safe Spaces & Manage Incidents Appropriately.

e. Sponsored a screening of Mechoopda Film, Land of our own.

f. Co-Sponsored for the Chico State Dear World Project

g. Co-sponsored Valencia film screening featuring author Michelle Tea during Queer Week.

h. Hosted Cookies with the Cops with the various faculty and staff affinity groups.

i. Sponsored an affinity group informational luncheon with our university president.

j. Facilitated a discussion panel on LGBTQ Veterans

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

l. 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.

m. 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.

n. 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.

o. National Pink Shirt Day
   3rd 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).

q. Facilitation of our 9th Annual Diversity Art Show, which took place during April in Kendall Hall.

r. Facilitation of our 8th 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.

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

Three most important:
1. Published our 1st Diversity Annual Report, which provided an assessment of the work of the Diversity Action Plan.

2. Applied for and received a grant from the Research Foundation to facilitate diversity training for members of our campus community.

3. Co-Sponsored The It Gets Better Project with Chico Performances – Break out learning communities with Staff, Faculty and students, Conversation on Diversity and Inclusion, and the performance at Laxson Auditorium.
CHANGES IN POLICIES AND PROCEDURES

Increase in office staff with the hiring of our Interim Assistant Director of Hispanic Serving Institution Initiatives.

RESOURCES SUMMARY

- $70,000 O&E Budget
- $8,400 to fund three work study students
- $4,800 from AS to support Multicultural Graduation Celebrations
- Through a grant and support from Faculty Development, we have 100 clickers that we check out to 1st Generation Students.
Goals for 2016 - 2017

1. Diversity Strategies and Initiatives

- Develop a campus wide name changing process for our trans* faculty and staff
  (Strategic Goal #1,4,6,8,)
  Completed: This was a wonderful collaboration with various campus stakeholders, which has been rolled out and used by several of our students.

- Support the priorities of the University Diversity Council, which will guide our campus diversity initiatives. (Strategic Goal #1,2,4,6,8)
  Completed: Completion of the Diversity Annual Report, Completion of the Ethnic Studies Report, Support for our Hispanic Serving Institution initiatives, and further roll out of the Avoiding Bias In Hiring.

- Further development of our 1st Generation efforts for students, faculty and staff.
  (Strategic Goal #1,2,4,6,8,)
  Completed: We had a very successful academic year. We facilitated with great response: welcome event, warm clothing drive, professional clothes drive, pizza social w/final’s gift bags, 1st gen symposium, 1st gen grad photo booth.

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)
  Completed: Great collaboration. All bathroom signage has been changed on campus and the map will be given out at the start of this academic year.

- With support from the University Diversity Council, publish our 1st Annual Diversity Annual Report
  (Strategic Goal #1,2,3,4,5,6,7,8)
Completed: This project allowed us to assess the work of the Diversity Action Plan and is being used to inform our WASC report.

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)

  Not completed: Waiting to hear back from law enforcement leadership as to when they would like the workshop(s) facilitated.

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

  Completed: A wonderful training that provided members of Greek Life with resources and tools to support the LGBTQ+ community.
Most Critical Performance Indicators:

- Data from the Student Voice Survey indicated that the Office of Diversity is a Safe Space for students.

- Data from the Campus Climate Survey indicated that the Office of Diversity and Inclusion is among the most recognized programs by faculty and staff for awareness of diversity initiatives and programs.

- The data from the Summer NUFP Internship shows that this program is beneficial to the students who are selected to participate. They complete this program with a great deal of knowledge about our division of student affairs and campus at large. Many of them would apply to work at Chico State after the completion of their graduate program.

- The data from Student Voice shows 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.

- The data from Student Voice show 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 remains impressive, serving as a hub for our campus diversity efforts and initiatives. Data provided by Information Resources shows that during the 2016-2017 fiscal year there were over 19,479 “hits” on the diversity website.
Continued financial resources are 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 are 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.
GOALS FOR NEXT YEAR

Goals for 2017 - 2018

1. 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)
   
   • Research and implement an online student diversity training for new students.
     (Strategic Goal #1,2,4,6,8)

2. Diversity Collaborations
   
   • Collaboration with Creative Media & Technology to develop a campus diversity map
     focusing on historical and current sites. (Strategic Goal #1,2,4,6,8)
   
   • Collaborate with the Dream/PATH Center and our University Police Department to
     develop a plan of support for our undocumented students. (Strategic Goal #1,2,3,4,5,6,7,8)
   
   • Collaborate with Public Affairs to deliver a diversity training to students who write for
     various campus publications.

3. Diversity Training and Education
   
   • Facilitate a campus wide diversity training for students, faculty and staff.
     (Strategic Goal #1,4,7,8)