

California State University, Chico



Division of Student Affairs

Departmental Annual Report Outline

I. Departmental Mission Statement

The Office of Diversity 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.

II. Departmental Accomplishments

Listed throughout the report

III. Changes in Policies and Procedures

My position was renamed and reclassified from Coordinator of Diversity with an AAS I classification to Director of University Diversity Program with an Admin I classification.

IV. Resources Summary

- *Half time assistant in which I share with the Division of Student Affairs*
- *12,800 Budget*

V. Program Evaluation for Past Year

1. Maintain the currency of the Diversity Website

Instituted a new vibrant look which consist of updated photo's, an up-to-date calendar and a plethora of resources.

2. Facilitate the Conversations on Diversity Program.

The Conversations on Diversity Program continues to blossom. We had a very successful 2007-2008 year with over 1,000 students, faculty, staff, alumni and community members in attendance. We incorporated Student Voice during the spring semester, which allowed us to assess the program. We were provided with the following data: number of attendees, their gender, class level, what encouraged them to attend the session and if the session was beneficial to them.

The topics included:

- *“Chicana/o, Latina/o, Hispanic or Mexican American: Who Cares (and Why)?”*
- *Coming Out . . . And Out . . . And Out”*
- *“Hidden in Plain Sight”*
- *“Native Sustainability: Our Lands, Our Plans”*

- *“There are None So Blind As Those Who Refuse to See”*
- *In Search of the “African” in African-American*
- *Perceptions of Powerful Women: Bitches, Breezies, Divas, Domestic Goddess’s*
- *Who Floats Your Boat? Naming Sexual Identities*
- *Erotic, Exotic & Erased: Bi-racial Identities*
- *Sikh Experience in the U.S.: More Than What You Think*
- *3rd Annual Conversations on Diversity Awards*

3. Work with Native American Tribes

Continue to serve as the liaison between the University and local Native American Tribes on various issues and activities. Had preliminary conversations with the Educational Coordinators of Berry Creek and Mooretown Rancheria, with hopes of facilitating a Native College Day on our Chico State campus during the spring 2009 semester.

4. Building Community Partnership Receptions

Facilitated our Universities first Building Community Partnerships Reception with members from our Asian Community. The event was a success; we had 30 people in attendance which consisted of faculty, staff and community members. We discussed ways in which our communities can support one another.

5. Multicultural Graduations

Assisted in the facilitation of our first Asian Graduation Celebration. The event was a huge success as we celebrated the academic accomplishments of 15 Asian graduates. There were over 180 people in attendance which consisted of family members, friends, faculty and staff. I also advised the Black Commencement Celebration and assisted with the planning of the Native Graduation.

6. Facilitated discussions with the African American communities on and off campus.

- *Assisted with the facilitation of the Third African American Success and Excellence Retreat, fall 2007*
- *Continue to update the African American Resource Guide*
- *Coordinated the planning process of Black Welcome Week, fall 2008.*

7. Maintain communication with student organizations

Continue to work with groups of underrepresented student’s on-campus to provide the executive leadership team with feedback regarding their concerns. Ongoing meetings with the Men of Honor, Pride/Safe Zone, Ethnic Greek Council, Hmong Student Association and Multicultural Council as a liaison to the executive leadership team to show support and listen to their concerns.

8. Diversity work with academic departments

Continued conversations with the Department of Agriculture, the Department of Journalism and the Department of English to discuss ways in which their perspective departments can facilitate a more productive process in the recruitment and retention of students of color.

9. Work with Human Resources

Created a Diversity Resource sheet for Human Resources which is given to candidates seeking employment at our university. I also meet with various faculty and staff candidates as an opportunity to provide an overview of our university diversity efforts and initiatives.

10. Diversity work with Deans and Directors

Facilitated meetings with the Deans of each college and Directors of each department in the Student Affairs division, to discuss diversity within their area. We discussed current practices as well as things they would like to see happen i.e. outreach of faculty and staff from diverse populations, diversifying their curriculum, attracting students from underrepresented populations to their respective colleges and departments, and retention issues.

11. Building Bridges E-News Letter

Produced a spring and fall electronic diversity news letter which was sent to students, faculty, staff, alumni and various community organizations. The news letter was well received by the campus community.

12. Resident Advisor Training

Facilitated Diversity Training for the UHFS Resident Advisors.

13. Multicultural Welcome Receptions

Co sponsored the facilitation of the Multicultural Welcome Receptions, which provided our new and current students with an opportunity to network, meet new friends and build alliances.

Event:	Number Attended:
Black Welcome Reception	50
Asian Welcome Reception	120
Bienvenida Reception	80
GLBT Welcome Reception	50

14. Represented the University at the NASPA conference in Boston, MA as well as the Dream Deferred Conference in Los Angeles.

VI. Ongoing Assessment Efforts

I will continue to assess the Conversations on Diversity Program. I will also assess the Multicultural Welcome Receptions as well as the Multicultural Graduations.

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

- *My own part time assistant (increasing to full time when the budget allows) would be a great asset to the office.*
- *An actual space for the Office of Diversity would provide us with more space to serve as a true resource for the campus community.*
- *Work study dollars would allow me to hire a student who could assist with day to day operations.*

VIII. Goals: Present goals for the next academic year.

1. Establish a Diversity Advisory Board that will support the institutional commitment that diversity is valued, appreciated and celebrated among our campus community.

Objective will include:

- To communicate and discuss issues that have a potential effect on the students, faculty, staff, alumni and community members regarding diversity on our campus.
- To provide a venue for members of our campus community who wish to share particular information and/or specific issues regarding diversity.
- To propose initiatives intended to improve diversity and contribute to the campus climate, recruitment and retention at our university.
- To provide a network of individuals that can foster a safe, inclusive and supportive environment for members of our campus community.

(Strategic Goal 1, 2, 3, 4)

2. Facilitate Building Community Partnership Receptions with members of the Black and Latino Communities (two separate events) in an effort to foster a supportive relationship within the North State. (Strategic Goal 4, 5)

3. Organize the celebration of Hispanic Awareness Month which will take place during September 15 – October 15 and Asian/Pacific American Heritage Month which will take place in May. We will also have celebrations for Black History Month, American Indian Heritage Month, World Aids Day, National Coming Out Day, Disability Employment Awareness Month and National Women's History Month.

(Strategic Goal 1, 2, 4, 6)

5. Begin the development of a Diversity Training Certificate Program.

(Strategic Goal 1, 2, 3, 4)

6. Research process to develop a university wide diversity plan to be integrated into the core structure of our campus.

(Strategic Goal 1, 2, 3)

7. Develop and implement a Safe Zone Training Program for our campus.

(Strategic Goal 1, 2, 3, 4)

8. Establish a Hate Crime Advisory Committee for our campus community with the purpose of addressing issues centered around hate crime.
(Strategic Goal 1, 2, 4)

9. Graduate this spring with my MA in Interdisciplinary Studies