

## Chico State University Diversity Council Meeting Summary Monday, January 31, 2022, via Zoom

**Participants:** Tami Adams, Kaitlyn Baumgartner Lee, Brooke Banks, Teresita Curiel, Susan Green, Jennifer Gruber, Rachel McBride-Praetorius, Andy Miller, Michelle Morris, Brian Oppy, Marianne Paiva, Kate Post, Melvin Quezado-Haro, Dylan Saake, Cecilia Santillan-Robles, Gina Sims, Eddie Vela, Duncan Young, Jinsong Zhang, Yvette Zuniga

### 1. Welcome & Introductions

- Welcome to Yvette Zuniga, new Associate Director for the Office of Equity, Diversity and Inclusion (OEDI). She will lead/coordinate EDI programming, training, and special events (e.g., Diversity Certificate Program, multicultural graduation celebrations, Safe Zone Training).

### 2. Announcements

- Check our [Inclusive Events web page](#) for event information and contact Gina with requests to add events.
- National search for CDO will occur later this spring, with a goal of a start date in Fall 2022.
- Reminder to share information from UDC meetings with colleagues. It's also important to bring new information, questions, and feedback to UDC meetings.
- New Bias Incidence Reporting and Response procedures coming soon to campus. The Title IX office and CDO will collaborate to document incidents and address harm using a transformative justice approach.
- Given the third year of the pandemic and continued uncertainties, and also with mid-term elections and a supreme court justice nomination approaching, divisive rhetoric and actions may be on the rise. If you see something, say something (e.g., racist graffiti on campus).
- [Caste was added as a protected class on CSU campuses](#). See [Interim CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking, and Retaliation](#).
- Marianne Paiva discussed the Academic Senate [Employee Climate Survey Committee](#). The UDC appoints two voting members to this committee. One of those voting members will be Yvette Zuniga, we are seeking an additional member to appoint.

### 3. Workgroup KPI Updates

<b>Increasing Workforce Diversity</b>	<b>Social Justice, Diversity, and Inclusion across the Curriculum</b>
<b>Campus Climate Considerations</b>	<b>Equity, Diversity and Inclusion Communication Plan</b>

- KPIs were reviewed and spring 2022 accomplishments will be included in the UDC year-end report.
- President Hutchinson and cabinet members have approved the spring 2022 Increase Workforce Diversity workgroup KPIs. Additional workgroup KPIs will be approved at the February UDC meeting.
- The Avoiding Bias in Hiring Training is undergoing a refresh this spring.

- Enhanced collaboration between HR and OAPL is happening related to increasing workforce diversity.
- *Did You Know?* campaign materials are being updated in Box by Kate. The goal is to have an archived collection of posts, and a long-term sharable Box folder to ensure the continuation of Did You Know? Campaign. Be on the lookout for four more Did You Know? Emails this semester.

#### **4. Graduation Initiative Advancing Equity Action and Inquiry Teams – Kaitlyn Baumgartner Lee**

- [Graduation Initiative Advancing Equity Project](#) is laser-focused on equity gaps this year.
- At [Tipping Point](#), Chong Yang, Director of Enrollment Management Data Analytics and Operations emphasized the importance of remembering the people and their stories, behind graduation data.
- Looking at equity gaps (DFW rates, graduation rates) between historically marginalized, AKA, underrepresented minority (URM), Pell-eligible and first-gen students and non-URM/Pell/first-gen students.
- Federal definition of Underrepresented Minority (URM) is a U.S. citizen who identifies as Black/African American, Hispanic/Latino, or American Indian. All other Race/Ethnicity categories or Non-U.S. citizens are considered as a Non-Underrepresented Minority (Non-URM). The campus is also considering API communities.
- Action Teams are considering policies that were designed to help, but sometimes create barriers to equitable access and outcomes.
- We know we cannot retain students if you do not support them and create a sense of belonging from the beginning. 2021-2022 focus is on equitable success in the first year, beginning with orientation and employing a mentoring mindset.
- Teams need to engage with campus stakeholders to determine what's working and what's needed. How can we ensure we are responsive to the populations that we are serving?
- Teams note that faculty and staff are fatigued, especially those serving our increasingly diverse and first-gen students.
- The Advancing Equity Project has funding to support innovative pilot programs. If you have an idea that might necessitate funding, think about outcomes aligned with eliminative equity gaps.

#### **5. Workgroup breakout rooms**

- Workgroups met to identify meeting times, ad-hoc members to engage, and finalize 2-3 key performance indicators for spring 2022.

#### **6. Closing Remarks**

- Michelle thanked everyone for attending the UDC meeting and asked that the workgroups be prepared to give an update at the next UDC meeting.