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

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- 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.