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

1. Welcome & Introductions
Congratulations to Jennifer Gruber, effective March 1, 2022, Dr. Gruber is our permanent Associate Vice President (AVP) for International and Global Engagement (IEGE).

2. Announcements
- Giving Day March 2, 2022, new feature: Equity, Diversity and Inclusion at Chico State programs highlighted

3. Workgroup KPI Updates
The 2021-2022 KPIs have been posted on the University Diversity Council website, under Priorities, and they are also included in this meeting summary.

As a campus, we are applying for the Seal of Excelencia, and we will see components of the application tie into several UDC key performance indicators across priorities.

Increasing Workforce Diversity
- As campus works towards earning the Seal of Excelencia, the team is looking at everything on campus through a Latinx-serving lens:
  - For example, how do we communicate what we are doing to advance BIPOC student, faculty and staff recruitment and retention?
  - What are best practices that are working and how can we highlight initiatives and show evidence of success, or promise?
  - Elements of the Seal of Excelencia align with campus EDI initiatives including GI 2025; we will note where good things are happening and where we still have work to do.

Campus Climate Considerations
- Student Engagement Survey is open now to students, please encourage students to participate.
- Kaitlyn Baumgartner-Lee shared there is a campus based retreat April 12, 2022, focused on early engagement with students and families, tied to rebuilding of campus community. Cynthia Alvarez from the Chancellor’s Office (CO) will be leading a lengthy discussion regarding student support.
- Campus Climate Survey for staff will be coming out in April.
Social Justice, Diversity, and Inclusion across the Curriculum

- Susan Green met with CSU Ethnic Studies delegate for the Chicano Latino Council.
- All CSU campuses received CO funds for Ethnic Studies, we know where our money went, but many campuses do not have a clear sense of what was sent to them or what the funds have been used for to date.
- State Assembly member Jose Medina introduced AB2235, which would require the Commission on Teacher Credentialing to develop an added or supplementary authorization in Ethnic Studies.
- AB2235 is expected to pass, and as CSU campuses are primary trainers of future teachers, they will be involved in its implementation.

Equity, Diversity and Inclusion Communication Plan

- A Did You Know? email will be sent for Cesar Chavez Day.
- Please share ideas, events, and people to feature for future emails with Kate Post.
- The EDI website is being revised to update content and improve user experience.


- Dylan Saake presented on the campus Affirmative Action Plan (AAP). His presentation is available in Box Drive. Dylan noted that we are currently underutilizing the available diverse (i.e., gender, race/ethnicity) workforce that exists. The Affirmative Action Plan is completed annually and includes an Action-oriented Programs section which outlines efforts to address areas needing improvement.

5. Closing Remarks & Announcements

A new EDI HR specialist is being recruited; please share with your networks: https://careers.pageuppeople.com/873/ch/en-us/job/509755/hr-specialist-equity-diversity-and-inclusion
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<th>UDC Priority</th>
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| 1. Increase Workforce Diversity                  | **KPI 1.1** Recommend that vice presidents and deans reflect on demographic data for their division/college, and report goals, strategies, and evidence of progress toward recruiting and retaining diverse faculty and staff by May 1; include findings in Seal of Excelencia application.  
**KPI 1.2** Revise the Avoiding Bias in Hiring training based on current needs and best practices.  
**KPI 1.3** Develop and recommend common language and best practices in equity-minded staff evaluations.  
**KPI 1.4** Analyze recruitment diversity data throughout the tenure-track faculty search process for up to 10 previous recruitment cycles. |
| 2. Campus Climate Considerations                 | **KPI 2.1** Partner with Advancing Equity Action Teams (II A., C. & D.) to assess the Student Engagement Survey results and identify at least three key priority actions.                                                                                                           |
| 3. Social Justice, Diversity & Inclusion across the Curriculum | **KPI 3.1** Audit campus allocations and expenditures of monies designated as Ethnic Studies funding.  
**KPI 3.2** Compare expenditures of monies on Ethnic Studies programming used at other CSUs to identify strengths and gaps in programming at Chico State.                                                                                                         |
| 4. Equity, Diversity & Inclusion Communication Plan | **KPI 4.1** Create a topic database and outreach plan for the “Did You Know?” campaign; send at least five “Did You Know?” communications by May 31.  
**KPI 4.2** Partner with the Office of Equity, Diversity and Inclusion to revise the Equity, Diversity & Inclusion website to update content and improve user experience.                                                                 |