

Chico State University Diversity Council Meeting Summary
Monday, February 28, 2022, via Zoom

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.

4. Affirmative Action Plan – Dylan Saake

- 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>

UDC Priority	Key Performance Indicators
<p>1. Increase Workforce Diversity</p>	<p>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.</p> <p>KPI 1.2 Revise the Avoiding Bias in Hiring training based on current needs and best practices.</p> <p>KPI 1.3 Develop and recommend common language and best practices in equity-minded staff evaluations.</p> <p>KPI 1.4 Analyze recruitment diversity data throughout the tenure-track faculty search process for up to 10 previous recruitment cycles.</p>
<p>2. Campus Climate Considerations</p>	<p>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.</p>
<p>3. Social Justice, Diversity & Inclusion across the Curriculum</p>	<p>KPI 3.1 Audit campus allocations and expenditures of monies designated as Ethnic Studies funding.</p> <p>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.</p>
<p>4. Equity, Diversity & Inclusion Communication Plan</p>	<p>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.</p> <p>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.</p>