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

Participants: Jamile Balli, Kaitlyn Baumgartner Lee, Teresita Curiel, Susan Green, Jennifer Gruber, Rachel McBride-Praetorius, Michelle Morris, Brian Oppy, Marianne Paiva, Kate Post, Dylan Saake, Eddie Vela, Jinsong Zhang, and Yvette Zuniga

1. Welcome & Introductions
2. Announcements
3. Seal of Excelencia – Teresita Curiel
   • Campus is seeking the Seal of Excelencia, which is a national certification for institutions that strive to go beyond enrollment to intentionally serve Latinx students. (See presentation included in this meeting summary)
   • The self-study report is due by May 31, 2022, to President Hutchinson and Dr. Rios, and will tell Chico State’s story of positively impacting Latinx students, looking at three core areas: Leadership, Practice, and Data.
   • The twenty-page online application is typically due in June, and the Seal of Excelencia is good for three years.
   • Chico State received an additional $6-7 million in HERRF funding due to our HSI designation; we need to document how HERRF funds have specifically benefited our Latinx students.
   • We need to demonstrate how we use data to inform our practices, and how are we advancing Latinx student and staff success.
   • The application process will highlight successes and opportunities for growth.

4. Bias Incident Reporting – Dylan Saake
   • Equal Opportunity & Dispute Resolution (EODR) has developed a system to report bias incidents and the new system is expected to be online in April.
   • The system will provide a reporting structure and accountability for incidents of bias related harm to protected classes on campus that might not warrant a formal Title IX investigation.
   • A restorative/transformational justice approach to addressing incidents will be implemented and themes related to harm experienced will be documented.
   • Dylan acknowledged concerns related to the reporting being with EODR (formerly Title IX office) and that in the future, the reporting structure might be best situated in the Office of Equity, Diversity and Inclusion with the Chief Diversity Officer. Collaboration between the offices is already underway.
5. Workgroup KPI Updates

Increase Workforce Diversity
- KPI 1.1 - Employee gender and racial/ethnic data were shared with vice presidents and deans, and they have been asked to reflect on the data for their division/college, and report recent efforts to recruit and retain a diverse workforce.
- KP 1.2 - The Avoiding Bias in Hiring training is being revised to reflect best practices in recruitment and hiring.

Campus Climate Considerations
- KPI 2.1 – Students are completing the Student Engagement Survey now; the workgroup will meet to discuss survey results when they are compiled and will identify three key priority actions.

Social Justice, Diversity and Inclusion across the Curriculum
- KPI 3.1 – We are making sure we are transparent in how monies designated as Ethnic Studies funding are spent, modeled after Teresita’s transparency with HSI spending on campus. Susan Green and Eddie Vela are meeting to discuss how Chico State’s funds are being/have been spent.
- KP 3.2 - Susan is on a statewide committee examining how funds are spent at various campuses. She is also on another statewide committee reviewing applications from community colleges proposing curriculum that will satisfy Ethnic Studies, Area F requirements for transfer students.

Equity, Diversity & Inclusion Communication Plan
- KPI 4.1 – Two Did You Know? emails went out in the month of March, focused on the new Mechoopda Land Acknowledgement, and Cesar Chavez Day.
- KPI 4.2 – EDI website revisions are underway; UDC members will be asked to review sections of the website and provide feedback related to content and ease of use.
Seal of Excelencia

AN OVERVIEW

www.edexcelencia.org/seal-excelencia
About

• Established by *Excelencia* in Education in 2019, the Seal of *Excelencia* is a national certification for institutions that strive to **GO BEYOND ENROLLMENT** to intentionally **SERVE** Latino students.

• The Seal of *Excelencia* distinguishes institutions SERVING Latino students with **INTENTIONALITY** and **IMPACT**.

• Certification is acknowledged by *Excelencia* for three years.

• Hispanic-Serving Institution (HSI) status is **not** a prerequisite.

• Twenty-page online application - typically due in June – will capture Chico State’s story of transformation into an institution that intentionally **SERVES** Latino students.
Framework

Demonstrating alignment across three core areas of **DATA**, **PRACTICE**, and **LEADERSHIP**:

- Evidence of effectiveness and intentionality in institutional practices serving Latino students
- Positive momentum for Latino student progress in their data
- Dedication to transforming the institution into an environment where Latino students thrive
- Strategies in leadership that clearly articulate institutional focus on advancing Latino student success
## Overview

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### Financial Support
- Pell Grant, Loan and WS
- Financial Support Strategy
- Institutional Financial Support
- Program and Practices

### Representation
- Faculty, Admin and Staff Data
- Representation Strategy
- Latino Faculty Concentrations
- Program and Practices

### Completion
- Undergrad Completion Rates
- Completion Strategy
- Gap & Gap Strategy
- Program and Practices

**For EACH of the six areas:**

a) **Data** (5 years) 2017-18 to 2021-22

b) **Institutional strategies** for intentionally SERVING Latino students

c) **Up to three specific programs or practices** intentionally SERVING Latino students (aligned with data provided)
   - How are programs/practices sustained or scaled? What is their evidence of effectiveness with disaggregated data?
Our Planning Team

**Lead:** Thomas Rios, VPSA

**Content Leads & Experts:**

- Herman Ellis (PRES/VPSA)
- Michelle Morris (EDI)
- Cecilia Santillan-Robles (EOSP)
- Anna Magaña (SFS)
- Lupe Jimenez (CSC2/MEP)
- Kentiner David (FASO)
- Dylan Saake (HR)
- Patricia Stock (PAC)
- Chong Yang (EMS)
- Peter Owens (IR)
- Kaitlyn Baumgartner Lee (AADV)
- Jerry Ross (EMS)
- Andrew Staples (UCOMM)
- Chiara Ferrari (FDEV)
- Teresita Curiel (LEQX)

➢ Self-examination report is due to President Hutchinson and Dr. Rios on or before **May 31, 2022.**
Application Timeline

- **February**: Application Consultations Offered
- **March**: Application Released
- **April/May**: Application Consultations Offered
- **June**: Application Released; Self-Study Due to Leadership
- **July**: Application Review; Finalists Notified
- **August**: Conduct Interviews with Finalists
- **September**: Notify 2022 Certified Institutions

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2019 Recipients

https://www.edexcelencia.org/2019-seal-excelencia-recipients
2020 Recipients

https://www.edexcelencia.org/seal/2020-seal-excelencia
2021 Recipients

https://www.edexcelencia.org/seal/2021-seal-excelencia