

Chico State University Diversity Council Meeting Summary

Monday, April 25, 2022, via Zoom

Participants: Tami Adams, Brooke Banks, Josie Blagrove, Teresita Curiel, Jennifer Gruber, Andy Miller, Michelle Morris, Jeremy Olguin, Brian Oppy, Kate Post, Gina Sims, Jinsong Zhang, and Yvette Zuniga

1. Welcome & Introductions

2. Announcements

- CDO national search is now underway. Campus is using Isaacson Miller as the search firm and they've successfully helped fill CDO positions within and outside of the CSU system.
- Better signage and increased access for All-Gender restrooms coming to campus soon.
- Two Safe Zone (LGBTQ+ Ally) trainings held in April, look for more offerings in 2022-2023.
- Asian Pacific Islander American Public Affairs (APAPA) has a new [Butte County Chapter](#), their grand opening was on [April 23rd](#) and Chunyan Song and Maihoua Lo from our Asian Pacific Islander Council on campus are board members for this local chapter. Additional campus representatives that attended the event included President Hutchinson, Dr. Tom Rios and Yvette Zúñiga.

3. Accessibility Resource Center (ARC) – Jeremy Olguin

- In 2020, ARC won Blackboard's global "Fix Your Content" competition as part of Global Accessibility Awareness Day.
- In 2021 ARC won the inaugural [CSU Moving the Needle Challenge](#), a five-day systemwide competition dedicated to fostering equitable and inclusive digital learning environments for all students. ARC made a total of 27,274 fixes—more than double the second-place campus—in campus digital instructional materials.
- Student staff have made great impact on ARC's services in recent years. Highlights include a Chemistry major who helped to make 10-15K images from Chemistry lab books 100% accessible, another student, a native Spanish speaker, helped translate video captions into Spanish.
- Campus now has ability to caption videos in Spanish in real time.
- Coming soon from OATs: [NameCoach](#). NameCoach provides audio name pronunciations embedded online to easily learn proper pronunciation of names to promote inclusion and belonging. [CSU Northridge](#) has used this with great success.
- Project samples of computer-generated voices for captioning and translation: <https://csuchico.box.com/s/nhd9ap5lkfly2ca0rpsi9zn3nh8spag4>
- Chico State is the only CSU with a Spanish language virtual tour: <https://tour.concept3d.com/share/7ST0aTAK1/stop/1>

4. Neurodiversity Taskforce – Josie Blgrave

- President Hutchinson recommended the establishment of a Neurodiversity Taskforce to explore ways to raise awareness and identify needs of, and resources for, neurodivergent members of the campus community.
- Neurodiversity refers to individual differences in brain functioning regarded as normal variations within the human population.
- Josie is leading the Neurodiversity Taskforce, rooted in her work with the Autism Clinic and social justice work with our local autism community.
- ARC serves many students on campus, yet as the number of students needing ARC services has doubled, and the number of neurodivergent students increases, we need to ensure we are serving all our students—especially since neurodivergencies are not always obvious to others.
- Many services and supports are available to students in K-12 environment but decrease in college. In addition, the stigma around seeking services is a barrier to accessing resources.
- [Autism and Neurodiversity Awareness and Acceptance Month](#) campaign launched in April on campus.
- Coming in September: 5th annual [Northern Californian Neurodiversity and Diversity Symposium](#).
- Check out Faculty Development Tuesday Tips Archive: Resources for Neurodivergent Students <https://fdevtuesdaytips.com/2022/04/05/resources-for-neurodivergent-students/>

5. Workgroup KPI Updates

Increase Workforce Diversity

- May 1st is the deadline for VPs and college deans to submit information to M. Morris and D. Saake regarding their efforts and outcomes related to increasing the recruitment and retention of BIPOC and other diverse staff and faculty.
- The Avoiding Bias in Hiring training is being revised to reflect Best Practices in Recruitment and Hiring.

Campus Climate Considerations

- [Equity Retreat slides including survey results](#)

Social Justice, Diversity, and Inclusion across the Curriculum

- No updates this meeting

Equity, Diversity and Inclusion Communication Plan

- EDI website updates to be worked on this summer
- Send *Did You Know?* ideas to Kate. Future topics include Neurodiversity and Juneteenth celebration.