



# Annual Report

2017-2018

## Office of Diversity and Inclusion

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The Office of Diversity and Inclusion is committed to cultivating a culturally inclusive environment where diversity of thought and expression are valued, respected, appreciated and celebrated. It serves as a resource to our campus community by providing information, referrals, advocacy, coordination and support for diversity-related events, activities, initiatives and discussions.

Services provided by the Office of Diversity continue to assist the campus in fulfilling its mission which is “to assist students in their search for knowledge and understanding and to prepare them with the attitudes, skills, and habits of lifelong learning in order to assume responsibility in a democratic community and to be useful members of a global society.”

As stated in the Office of Diversity Vision Statement, we strive to be a model diversity program in preparing students to participate in a global and diverse environment. Furthermore, we are committed to assisting the campus recruit, retain and graduate students from diverse backgrounds while in the process providing them with a diverse experience both inside and outside the classroom. That process begins during the beginning of the fall semester when students are invited to attend Multicultural Welcome Receptions, followed by providing opportunities to explore issues of identity through the Conversation on Diversity and Inclusion Program, and concluding with Multicultural Graduation Celebrations.

## DEPARTMENTAL ACCOMPLISHMENTS – A HIGHLIGHT

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*Note: My unit diversity plan accomplishments are reflected in my departmental Support for Festival of Dance/Lights*

- a. Support for 1<sup>st</sup> Gen faculty, Staff and student efforts to include: welcome event, warm clothing drive, professional clothes drive, pizza social w/final's gift bags, 1 gen symposium, 1<sup>st</sup> gen grad photo booth.
- b. Support for Tz'utu B'aktun Kan, a Tz'utujil Maya hip-hop artist from Guatemala.
- c. Partnership with KIXE (a not-for-profit, community, public television corporation with the responsibility to serve the interest, convenience, and necessity of its viewing communities) to screen films focusing on diversity and inclusion.
- d. Sponsored Festival of Dance/Lights, which was facilitated by the India Student Association.
- e. Co Facilitation and celebration of Hispanic Heritage Month, Pink T Shirt Day, Black History Month, Women's History Month, Trans Gender Day of Remembrance, Veteran's Day Celebrations, and Queer Week.
- f. Internship programs with the Department of Journalism. I continue to work with a group of amazing students to produce Building Bridges, our bi annual diversity newsletter.
- g. Facilitation of Student Employment Diversity Training (150+ people each semester). This two-hour training is designed to provide student employees with the necessary resources and tools to effectively communicate with and serve the diverse populations of the campus community. This past year we added Compliance Training as a topic.
- h. Facilitation of Multicultural Welcome Receptions. Receptions included: Black Welcome, Native American Welcome, Veteran Welcome, Re-Entry, Asian & Pacific Islander Welcome, Bienvenida/Latinx Welcome, LGBTQ+ Welcome and Jewish Welcome. The Multicultural Welcome Receptions provide an opportunity for new and current students to network and build alliances with members of our campus community.
- i. National Pink Shirt Day - 4th time participating in this important effort. Campus was encouraged to wear pink to symbolize we will not tolerate bullying anywhere.

- j. Multicultural Graduation Celebrations  
Coordinated our Six multicultural graduation celebrations (Asian & Pacific Islander, Black, Latino/a, Lavender, Veteran, Native American).
- k. Facilitation of our 10th Annual Diversity Art Show, which took place during April in Kendall Hall.
- l. Facilitation of our 9th Annual Multicultural Collaboration Reception, which provides members of our campus and community with an opportunity to network and build alliances with their colleagues who are involved with diversity work on our Chico State Campus.
- m. Successful Conversations on Diversity and Inclusion Series, which focuses on the complexities of group and individual identities and how they influence one another.
- n. Support for Campus Bird coming to our university. This effort will provide a 3D interactive map of the diversity resources on our campus.

**Three most important:**

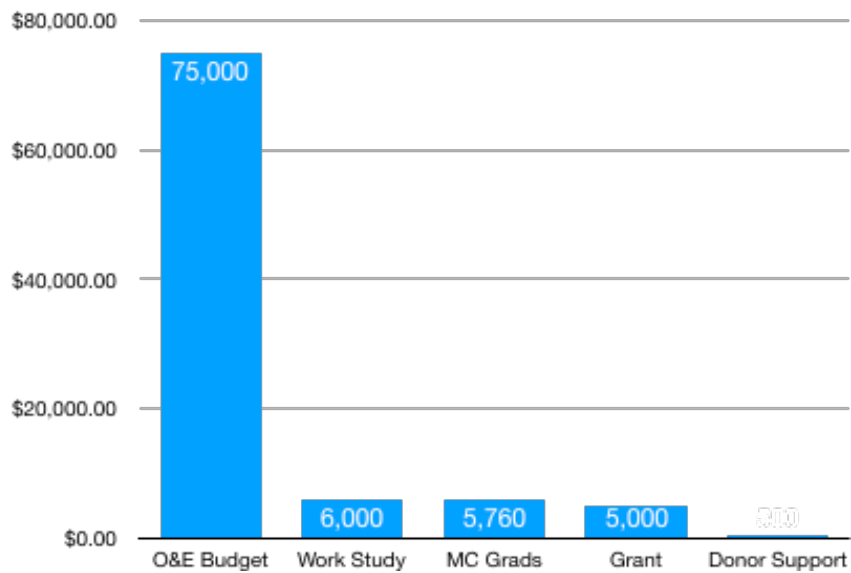
1. Sponsored Dr. Tom Brown (through a grant from the Research Foundation) to facilitate various diversity training to our students, faculty, and staff. Dr. Brown is the Managing Principal for Thomas Brown and Associates.
2. MLK Remembrance Week. This was a wonderful and timely opportunity to celebrate the life and legacy of Dr. Martin Luther King Jr., as this week was the 50<sup>th</sup> Anniversary of his assassination. Collaboration among all four divisions.
3. Co Sponsored the Faculty and Staff Diversity Summit with leadership from the Cross-Cultural Leadership Center and the Department of Multicultural and Gender Studies.

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CHANGES IN POLICIES AND PROCEDURES

Increase in office staff with the hiring of our Director of Tribal Relations.

- \$75,000 O&E Budget
- \$6,000 to fund three work study students
- \$5,760 from AS to support Multicultural Graduation Celebrations
- \$5,000 Grant to support diversity speaker, Dr. Tom Brown
- \$500 donation from a private donor to support the work of the Office of Diversity and Inclusion



## Goals for 2017 - 2018

### 1. Diversity Strategies and Initiatives

- Develop a campus wide name changing process for our trans\*faculty and staff (Strategic Goal #1,4,6,8,)

Completed. This inclusive effort was led by colleagues in Human Resources. We now have university process in place for students, faculty and state staff.

- Support the priorities of the University Diversity Council, which will guide our campus diversity initiatives. (Strategic Goal #1,2,4,6,8)

Ongoing. Supported the request to hire a professor for American Indian Studies, as well as MCGS to be considered department status, which was approved. We also submitted our Ethnic Studies Report to the Chancellors Office.

- Research and implement an online student diversity training for new students. (Strategic Goal #1,2,4,6,8,)

Ongoing. Researched and had a phone conference with a possible vendor. The committee (University Diversity Council) would like to continue to explore other options that are more current and engaging for students.

### 2. Diversity Collaborations

- Collaboration with Creative Media & Technology to develop a campus diversity map focusing on historical and current sites. (Strategic Goal #1,2,4,6,8)

In process. Sites and have been identified and the map is being created. We are also adding a video component to this effort, which is also being worked on.

- Collaborate with the Dream/PATH Center and our University Police Department to develop a plan of support for our undocumented students. (Strategic Goal #1,2,3,4,5,6,7,8)

Completed. This will be an ongoing effort. Various Stakeholders from campus (including our lawyer from the Chancellors Office and our Chico State Chief of Police) met to look at ways we provide support (as a university and CSU System) to our undocumented students surrounding the current political climate.

- Collaborate with Public Affairs to deliver a diversity training to students who write for various campus publications.

In progress. Curriculum is being written.

### 3. Diversity Training and Education

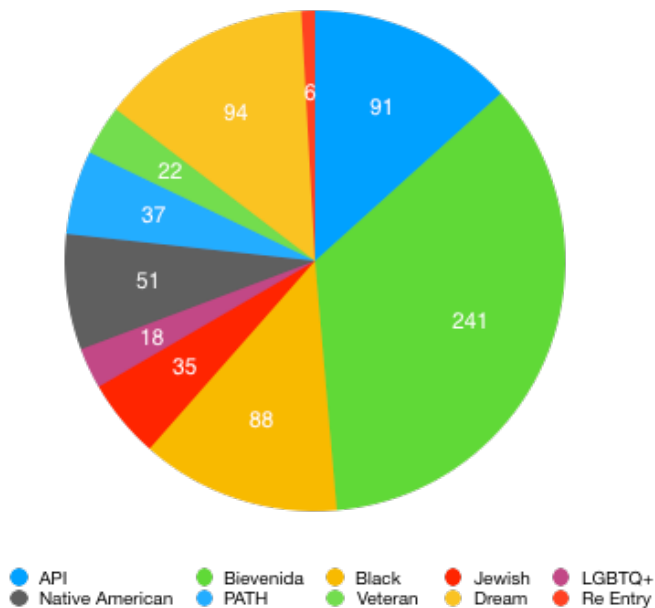
- Facilitate a campus wide diversity training for students, faculty and staff.  
(Strategic Goal #1,4,7,8)

Completed. Contracted with Dr. Thomas Brown from Brown Associates. He facilitated various trainings for students, faculty, and staff. Very successful effort for those in attendance.



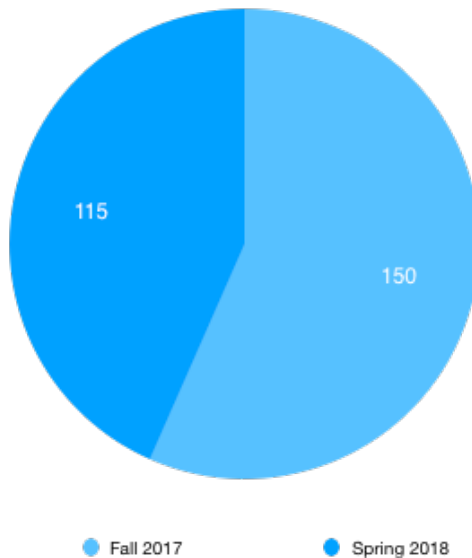
A space for new and current students to network, make friends, and build alliances with their peers, faculty, staff, alumni and community members.

Multicultural Welcome Receptions Participation

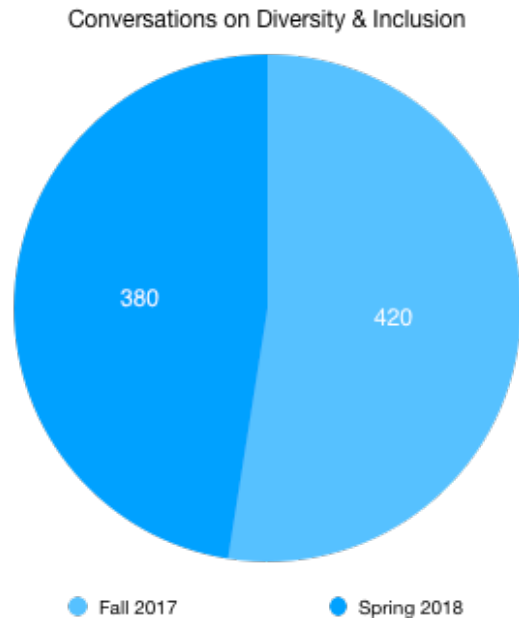


Provides our student employees with resources and tools to better serve the diverse members of our campus community.

Student Employment Diversity Training # of Participants

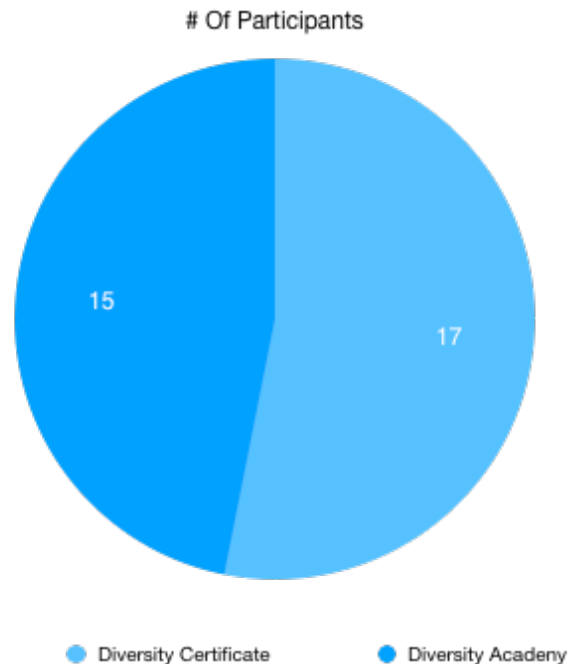


The Conversations on Diversity and Inclusion series (CODI) focuses on the complexities of group and individual identities and how they influence one another. The gatherings provide a safe space for members of the campus community to consider the often sensitive issues surrounding identity.



The Diversity Certificate Program is designed to help participants develop the necessary tools and resources to better serve the diverse members of our campus.

The Diversity Academy is an intensive two-week seminar aimed at bringing together faculty and staff to develop a shared understanding of diversity and increase competencies in our educational offerings and diversity efforts.



**Most Critical Performance Indicators:**

- The data from the Summer NUFP Internship shows that this program is beneficial to the students who are selected to participate. They complete this program with a great deal of knowledge about our division of student affairs and campus at large. Many of them would apply to work at Chico State after the completion of their graduate program.
- The data from Student Voice shows that those who attend the Conversations on Diversity & Inclusion find it beneficial to their academic and person experiences.
- The data from Student Voice shows that those who attend the MC Receptions find it beneficial to their college experience, as it provides opportunities for participants to network, make friends, and build alliances.
- The data from Student Voice show that those who attend the Student Employment Diversity Training are better equipped with the necessary resources and tools to serve many of the diverse populations on our campus. Statement taken from a participant during the assessment of the training: “Helped me better understand the inclusiveness and diversity in our community.”
- The data from the Diversity Certificate Program and Diversity Academy continues to show that these programs are beneficial to the participants’ professional and personal growth in fostering inclusivity on our campus community. Statements taken from participants during the assessment of the programs: “I plan to make some changes to my syllabi and assignments in light of some of the things I’ve learned. I also hope to become a part of campus organizations supporting students.” “I am better informed on the needs of underrepresented students and first generation students such as financial and cultural barriers.”
- The usage of the Diversity Website remains impressive, serving as a hub for our campus diversity efforts and initiatives. Data provided by Information Resources shows that 20,258 visits and 45,398-page views to the Diversity Office website during the 2017-2018 fiscal year
- The work of the UDC has allowed our campus to work across divisions to systemically develop and implement diversity initiatives for our campus. This also supports and parallels with the work of my office. I continue to be excited about the collaborative

work of our 1<sup>st</sup> Generation students, faculty and staff. We strive to be a model program for our sister campuses and other colleges and universities.

- The utilization of Constant Contact, the diversity website, Building Bridges bi annual newsletter, Did you know?, and Facebook serve as a venue to communicate the various issues and initiatives surrounding our campus diversity efforts to a large and diverse audience in a timely and cost-effective manner.

Continued financial resources are necessary to increase curricular and co-curricular efforts and initiatives to fulfill the University's Vision of preparing students to participate in a global and diverse environment.

Continued financial resources are necessary to increase diversity-focused training to faculty, staff and students to achieve the University's mission of cultivating a culturally inclusive environment where diversity of thought and expression are valued, respected, appreciated and celebrated. This includes continued efforts to educate and train faculty on methods of inclusive pedagogy.

The work from the University Diversity Council has allowed my office to support, advocate for, and implement a greater volume of programs, initiatives, and efforts for our campus. Having the ability to collaborate and work closely with the Faculty Diversity Officer, Assistant Director for Hispanic Serving Institution Initiatives, Director of Tribal Relations, and Cross-Cultural Leadership Center has brought a level of energy, experience, advocacy, and work production that has benefited our campus greatly. We were able to facilitate numerous diversity trainings to faculty, staff and students including Confronting our Biases, Avoiding Bias in Hiring Process, Student Employment Diversity Training, Diversity Certificate Program and Diversity Academy. The Faculty and Staff Diversity Summit provided our campus with the ability to network, build alliances, and strategically look at diversity priorities that will benefit our campus greatly.

52% of our students identify as 1<sup>st</sup> Gen, which means that neither of their parents have earned a four year college degree. It is important that we continue to look at ways to support these amazing students, particularly those who are not part of a formal support program.

Goals for 2018 - 2019

1. Diversity Strategies and Initiatives

- Collaborate with Human Resources to implement *Avoiding Bias in Hiring*, as a mandatory practice for the chair of staff searches on the state side.  
(Strategic Goal #1,4,6,8,)
- Research vendors to translate campus websites in various languages  
(Strategic Goal #1,4,6,8,)
- Support the priorities of the University Diversity Council, which will guide our campus diversity initiatives (Strategic Goal #1,2,4,6,8)

2. Diversity Collaborations

- Collaboration with Creative Media & Technology to develop a diversity and inclusion section for our new campus map, Campus Bird.  
(Strategic Goal #1,2,4,6,8)

3. Diversity Training and Education

- Collaborate with faculty in our Theater Department to develop a campus diversity and inclusion training through acting and vignettes.  
(Strategic Goal #1,2,4,6,8,)
- Collaboration with various campus stake holders to facilitate a campus wide training focusing on the complexities of masculinity.  
(Strategic Goal #1,2,4,6,8,)