



# Annual Report

2019-2020

## Office of Diversity and Inclusion

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## DEPARTMENTAL MISSION STATEMENT

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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.

## DEPARTMENT GOALS

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Provide educational opportunities and facilitate training that promote a greater understanding of identities, inequities, inclusion and social justice.

Serve the campus by seeking, establishing, strengthening and sustaining relationships with diverse groups, businesses, industry, organizations, institutions, alumni and community partners to advance and promote equity and inclusion.

Enhance and support campus efforts to increase access, retention and success of faculty, staff and students from underrepresented groups.

Identify and advocate for resources which enhance institutional diversity initiatives across the university.

*Date of last Review: August, 2020*

## STAFFING

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Director, Office of Diversity and Inclusion

The Director of the Office of Diversity and Inclusion provides leadership and oversight of campus efforts consistent with the University's Mission and Strategic Plan to ensure the campus demonstrates its commitment of an inclusive and welcoming environment where students, faculty, staff and administrators can succeed and thrive.

#### Faculty Diversity Officer

Advise Chief Diversity Officer and cabinet on national best practices related to campus equity, diversity and inclusion policy and programming.

#### Office Coordinator

Under the general direction of the Director of Diversity Programs and Inclusion, provide essential frontline administrative support to the Director of Diversity Programs and Inclusion and the University Diversity Committee (UDC), students, staff and faculty in their committed efforts to provide an inclusive and welcoming environment that celebrates the differences of people.

#### Student Assistants (3)

Support the work of the Office of Diversity and Inclusion and provide assistance to professional staff. This includes general clerical support, answering questions about diversity related functions, as well as organizing and facilitating events and activities.

#### Student Interns (9)

In collaboration with the Department of Multicultural and Gender Studies, School of Social Work and Tehama Group Communications, work with interns to complete the requirements of their internship by developing a diversity focused knowledge base into their work with diverse populations.

## DEPARTMENTAL ACCOMPLISHMENTS – A HIGHLIGHT

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*Note: diversity plan accomplishments are reflected throughout entire report.*

- a. Stakeholder in bringing Tarana Burke to campus, which was a success, as she delivered a powerful and engaging speech to our campus.
- b. Support the City of Chico with the implementation of their Diversity Action Plan by assisting with the facilitation of various diversity trainings for city staff and law enforcement.
- c. In the midst of COVID, facilitated our 15<sup>th</sup> Annual Conversations on Diversity and Inclusion Awards via Zoom.
- d. Co Facilitation and celebration of Hispanic Heritage Month, Pink T Shirt Day, Black History Month, Trans Gender Day of Remembrance, and Queer Week.
- e. Internship programs with the Department of Journalism, Multicultural and Gender Studies and Social Work. We continue to work with amazing students to support equity, diversity and inclusion.
- f. 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.
- g. Successful Conversations on Diversity and Inclusion Series, which focus on the complexities of group and individual identities and how they influence one another.

### Three most important:

1. Continued support for 1<sup>st</sup> Gen Initiatives that primarily support students who are not part of a formal support program. Efforts include: clothes give away, first year student and transfer welcomes, professional ettiquite seminar, finals giftbags and senior send-off.
2. Hosted *President Elections 202- Preparing for Passionate Disagreement & Perceived Acts of Bias & Insensitivity on campus (Webinar)*, which was well received by those in attendance. This was also an opportunity to gain resources to support efforts that were/are taking place on our campus as it relates to this topic.
3. Collaborated with University Communications and the College of Humanities and Fine Arts to facilitate a series of efforts to support Stonewalls 50<sup>th</sup> Anniversary. This was a great opportunity for our campus to recognize and illiustrate our support for this important civil rights movement in our US History.

### HUMAN RESOURCES

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This unit reported to the Vice President for Student Affairs/Chief Diversity Officer. In June 2019, the position was vacated and was split into two separate positions – the Interim Vice President for Student Affairs and the Interim Chief Diversity Officer. The Office of Diversity and Inclusion currently reports to the Interim Chief Diversity Officer.

### FACILITIES/EQUIPMENT

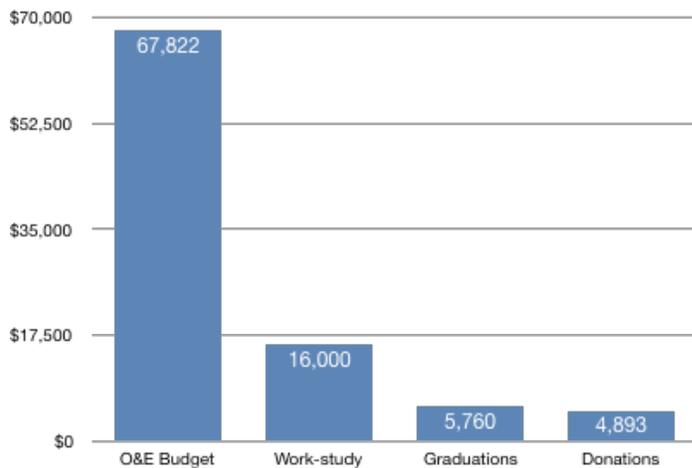
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N/A

## RESOURCES SUMMARY

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- \$67,822 O&E Budget
- \$16,000 to fund three work study students
- \$5,760 from AS to support Multicultural Graduation Celebrations
- \$4893.94 (donation from a private donor to support the work of the Office of Diversity and Inclusion)



## PROGRAM ASSESSMENT FOR PAST YEAR

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### Program Objectives for 2019 - 2020

#### 1. Diversity Strategies and Initiatives

To support areas of diversity focusing on our LGBTQ+ community, re apply to Campus Pride to have our campus evaluated and scored on how LGBTQ+ inclusive we are. In doing so, address areas where we need improvement.

**Completed**- Submitted information to Campus Pride in order to rank the university's support for the LGBTQ+ campus community. Chico State received 3.5 out of 5 stars; a taskforce will convene to identify opportunities to improve our score.

## 2. Diversity Collaborations

Collaborate with our University Police Department to foster healthy relationships with members of our diverse populations.

**In progress** - Sponsored an information session with our University Police Department and students who are planning a career in law enforcement, as an opportunity to network and build relationships. This effort also encourages communities of color to consider a job in policing, which supports diversifying that important field of employment. ODI was also planning a luncheon with UPD, students, faculty and staff leaders, as an opportunity to building relationships, but had to postpone because of COVID-19.

Collaborate with the City of Chico on the implementation of their diversity action plan, as an opportunity to build relationships with off campus partners to support many of our diverse students in feeling more welcomed and supported by the community.

**Ongoing** - Working with the City of Chico's Director of Human Resources & Risk Management to facilitate diversity related trainings to city staff and law enforcement. The first training took place during Spring 2020 on Unconscious Bias. We will have other trainings once we are post COVID.

Collaborate with leadership in the Division of Business and Finance to ensure that diversity is reflected in the renewal of our 10-year master plan.

**Ongoing** - In partnership with the Associate Vice President of Facilities and Capital Projects, we have established diversity related goals, which includes implementing diversity training with hired contractors, added inclusive language to the design guidelines, as well as meeting with planning teams for new building projects to ensure diverse perspectives are being considered.

### 3. Diversity Training and Education

Develop and facilitate *Lunch and a Conversation*, which is a once per month opportunity for faculty and staff to come together and have difficult conversations surrounding topics that are deemed to not discuss, with a goal to hear different points of views while remaining respectful and supportive of one another.

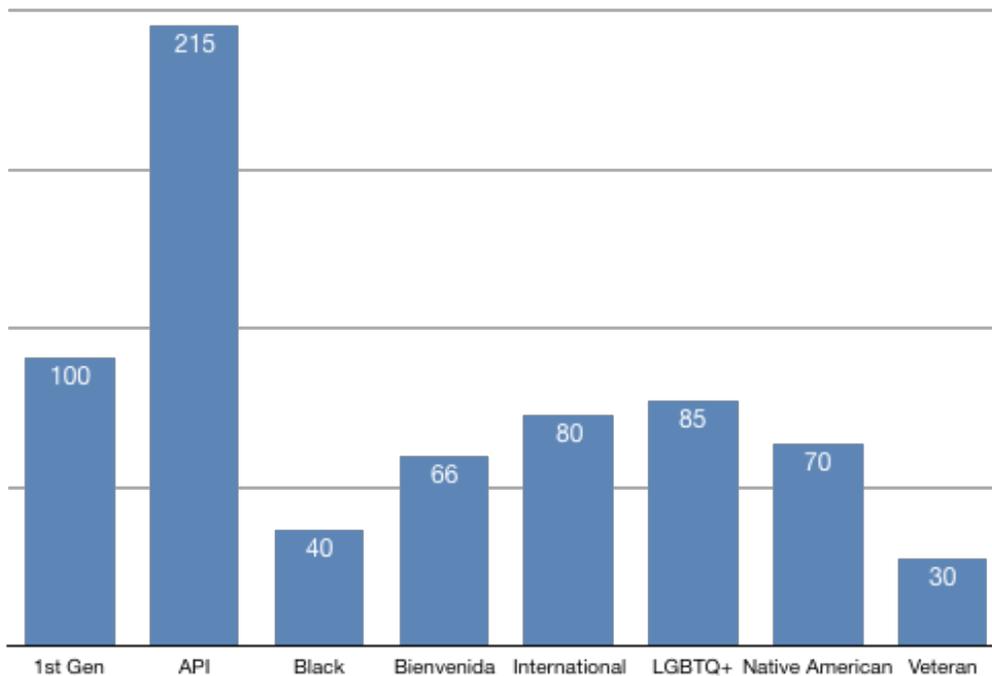
Still in the planning process - COVID occurred and we were forced to postpone.

## ONGOING ASSESSMENTS EFFORTS

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### Multicultural Welcome Receptions

An engaging opportunity to introduce new students to members of our campus community. These receptions are focused on specific identities though all are welcome and encouraged to attend. Number of attendees listed below from 2019.

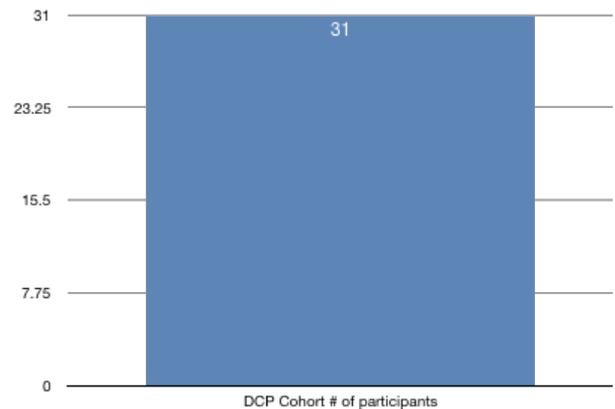


## The Diversity Certificate Program

Designed to help participants develop the necessary tools and resources to better serve the diverse members of our campus.

## The Diversity Academy

*Did not take place due to COVID*



### Most Critical Performance Indicators:

- 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 the Diversity Certificate Program continues to show that this program is 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: "As a newer faculty member, participating in the Diversity Certificate program was a wonderful introduction to the mindfulness and care the University puts forth to its students. The program's variety of speakers and topics felt like the perfect mix of exploration, expression, and support for a campus community attempting to tackle real and challenging issues – issues that are all the more important during a time when people need reminders that the world works best when it is inclusive."
- The usage of the Office of Diversity Website remains impressive, serving as a hub for our campus diversity efforts and initiatives. Data provided by Information Resources shows over 40,908-page views 2019/2020 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 to support those 1<sup>st</sup> Gen students who are not part of a formal support program.

- The utilization of Constant Contact, ODI website, Building Bridges bi annual newsletter, Did you know?, Facebook, Instagram and Monthly Newsletters serve as venues 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.

## ANALYSIS

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Continued and sustainable financial resources are necessary to increase curricular and co-curricular efforts and initiatives to fulfill the University's Strategic Priority focusing on equity, diversity and inclusion, as well as the important work to support an antiracist campus.

The work of the University Diversity Council continues to provide my office with the ability to impact equity, diversity and inclusion on a larger scale for our campus community.

Collaborating with the Faculty Diversity Officer, Director of Latinx Equity and Success, Director of Tribal Relations, Faculty Development, STAR Center, Department of Multicultural and Gender Studies and Cross-Cultural Leadership Center, has brought a level of energy, experience, advocacy, and work production that has benefited our campus greatly.

50% 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.

With our campus being a majority minority campus, it is imperative that we continue to look at progressive methods to provide an inclusive curricular and co-curricular experience for all of our students, which includes an assessment of our internal office/department/college processes.

## PROGRAM OBJECTIVES FOR NEXT YEAR – 2020/2021

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Develop a rubric to assess how inclusive our offices are on campus.

Continued collaboration with the City of Chico on the implementation of their diversity action plan, as an opportunity to build relationships with off campus partners to support many of our diverse students in feeling welcomed and supported by the community.

Re engage in efforts to develop a diversity training for incoming students.

## QUICK FACTS

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### Fall 2019

#### Student Ethnicity

American Indian/Alaskan Native: 0.5%  
Asian: 5.5%  
Black/African American: 2.7%  
Hispanic/Latino: 34.2%  
Native Hawaiian/Pacific Islander: 0.2%  
White: 43.6%  
Two or More Races/Ethnicities: 5.3%  
Declined to State: 5.3%  
Nonresident Alien: 2.7%

#### Gender

Female: 54%  
Male: 46%

#### 1<sup>st</sup> Generation

50% of our student population

#### Ethnicity - Instructional Faculty

American Indian/Alaska Native: 0.7%  
Asian: 6.6%  
Black/African American: 1.4%  
Hispanic/Latino: 4.4%  
Two or More Ethnicities: 1.3%  
White: 76.5%  
Not Specified: 7.4%

#### Ethnicity - Staff

American Indian/Alaska Native: 0.8%  
Asian: 4.4%  
Black/African American: 2.1%  
Hispanic/Latino: 11.6%  
Native Hawaiian/Other Pacific Island: 0.2%  
Two or More Ethnicities: 3.0%  
White: 71.2%  
Not Specified: 6.9%

#### Gender - Instructional Faculty

Female: 53%  
Male: 47%

#### Gender - Staff

Female: 57%  
Male: 43%