



Annual Report

2018-2019

Office of Diversity and Inclusion

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DEPARTMENTAL MISSION STATEMENT

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.

STAFFING

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 (3)

In collaboration with an academic department, work with interns to complete the requirements of their internship by exposing the intern to the functions of the Office of Diversity and Inclusion while completing their assigned project.

DEPARTMENTAL ACCOMPLISHMENTS – A HIGHLIGHT

Note: My unit diversity plan accomplishments are reflected throughout my entire report.

- a. Co sponsored Latinx HIV Testing day.
- b. Sponsored the following webinars, as an opportunity to gain sight on various issues to better support our campus community: *Black Men and Mental Health, Your Latinx Students: Initiatives for Support Engagement and Completions, Your First-Generation Students: Emerging Trends That support Retain & Graduate This Growing Population, Compassion Fatigue and Self-Care, and Mentoring Women of Color: Identify Students' Unique Needs & Establish Support Systems to Ensure Their Success.*
- c. Continued support for 1st Gen faculty, Staff and student efforts to include: welcome event, warm clothing drive, professional clothes drive, pizza social w/final's gift bags, 1st gen symposium, 1st gen grad photo booth.
- d. 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.
- e. Internship programs with the Department of Journalism. We continue to work with a group of amazing students to produce Building Bridges, our bi annual diversity newsletter.
- f. 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.
- g. 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.

- h. National Pink Shirt Day - 5th time participating in this important effort. Campus was encouraged to wear pink to symbolize we will not tolerate bullying anywhere.
- i. Multicultural Graduation Celebrations – Assisted in the coordination of our six multicultural graduation celebrations (Asian & Pacific Islander, Black, Latino/a, Lavender, Veteran, Native American).
- j. Facilitation of our 11th Annual Diversity Art Show, which took place during April in Kendall Hall.
- k. Facilitation of our 10th 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.
- l. Successful Conversations on Diversity and Inclusion Series, which focus on the complexities of group and individual identities and how they influence one another.
- m. Collaboration with Staff Council to host Dear World Photo Exhibit and Reception.

Three most important:

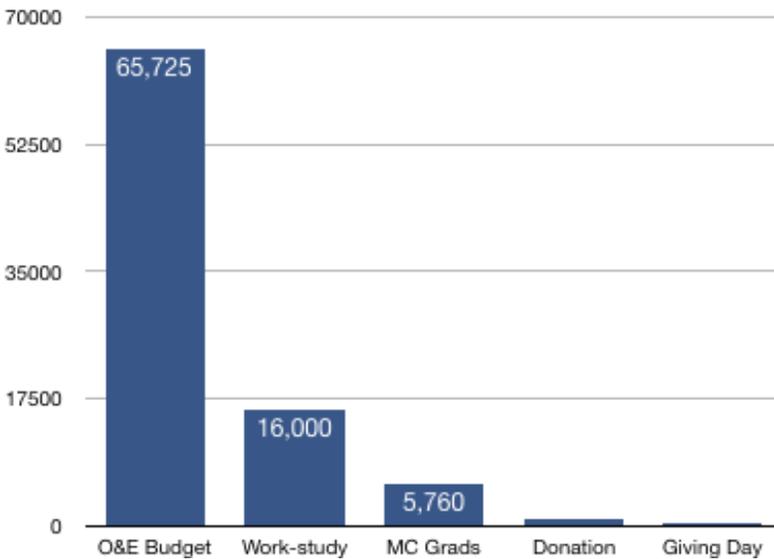
1. Support for 1st Gen Initiatives that primarily support students who are not part of a formal support program. Efforts include: clothes give away, first year student and transfer welcomes, professional etiquette seminar, finals giftbags and senior send-off.
2. Facilitation of our 2nd Annual Courageous Conversation, which is a day-long series of public conversations, or teach-in, on important topics of our time. These conversations provide participants with resources and tools to better engage in issues surrounding equity, diversity and inclusion.
3. Commitment to support the implementation of the City of Chico's Diversity Action Plan where it parallels our university's mission and values. This effort will provide opportunities to improve the experience of many of our students from diverse populations when they engage in our community.

CHANGES IN POLICIES AND PROCEDURES

Chief Diversity Officer position appointed, who I now report to.

RESOURCES SUMMARY

- \$65,725 O&E Budget
- \$16,000 to fund three work study students
- \$5,760 from AS to support Multicultural Graduation Celebrations
- 1,000 donation from a private donor to support the work of the Office of Diversity and Inclusion
- \$400 from Giving Day



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 searchers on the state side.
(Strategic Goal #1,4,6,8,)

In progress

Vice Presidents from Student Affairs and Academic Affairs are in support of this effort, which should begin Fall 2019. A communication will be sent to campus informing folks about this change. We will roll out this process with mandatory training needed by chairs of search committees on the staff side.

- Research vendors to translate campus websites in various languages.
(Strategic Goal #1,4,6,8,)

Completed

Program Coordinator of OATS has identified a vendor that we will work with for the translations. We have also indicated the languages we will have translated.

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

Ongoing

This past semester we have developed a new mission statement, as well as key performance indicators, which will guide the work of the University Diversity Council.

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)

Completed

The Office of Diversity and Inclusion was one of the founding sponsors for this project. We have included a section on the new campus map (Campus Bird), which indicates inclusive resources on campus.

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,)

In progress

Working with a professor in the Theater Department who has a passion for this project. The professor has developed a diversity student committee within the department to assist with the development of the project.

- 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,)

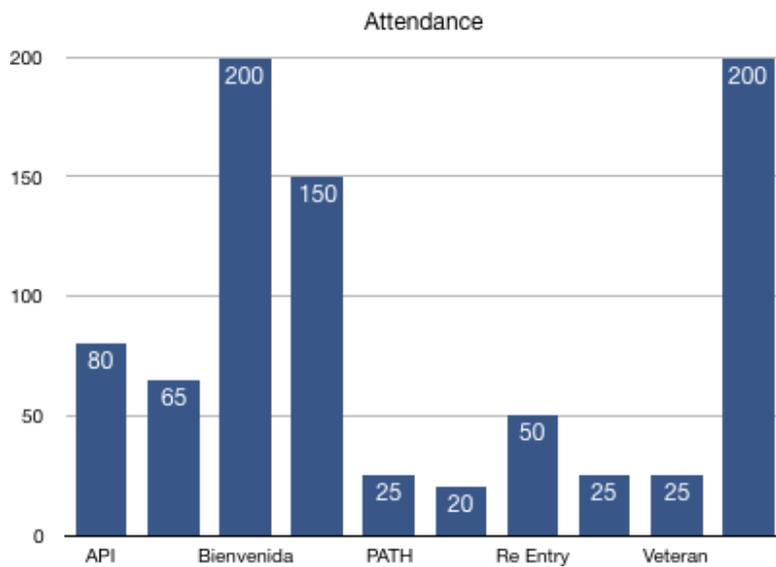
In progress

This collaborative effort will take place this upcoming fall semester on October 9, which will be facilitated by Byron Hurt. Outcomes include conversations to challenge traditional masculinity, as well as developing healthy relationships among all genders.

ONGOING ASSESSMENTS EFFORTS

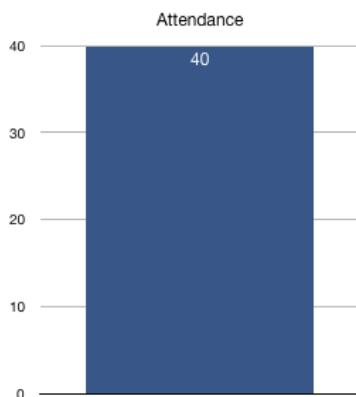
Multicultural Welcome Receptions

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.



Student Employment Diversity Training

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

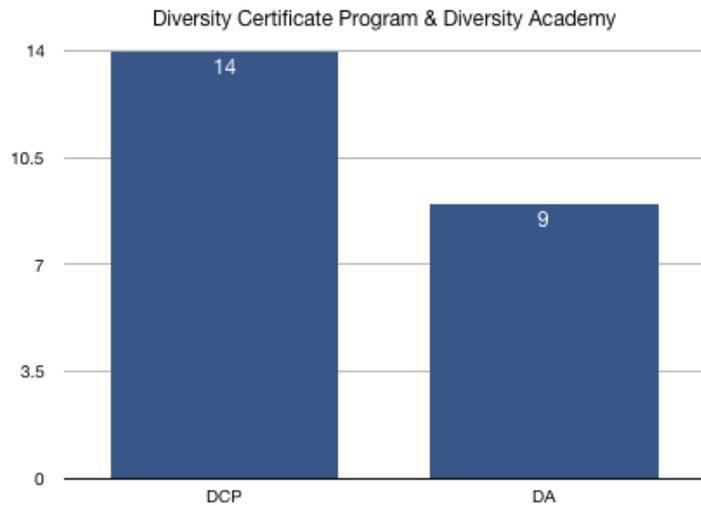


The Diversity Certificate Program

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

The Diversity Academy

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 NUPF Internship confirms the benefit of this amazing program. Students who are invited to participate develop an indept understanding of our Division of Student Affairs. An outcome of this internship is that these students may someday choose Chico as a destination for employment, which supports our goal to increase diversity within our workforce.
- 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 resources and tools to serve many of the diverse populations on our campus. Statement taken from a participant during the assessment of the training: "I like how the presenters were very enthusiastic about their topics. There was a variety of topics covered that made me aware there is diversity not just in someones skin color but in our disabilities and nationalities."
- 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: “Diversity Academy will help me be able to have an even better approach when it comes to talking with students of diverse backgrounds. Also, sharing this information with others that might not be educated in these areas would be helpful in creating awareness and tolerance of diversity.” “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 – issue 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 Diversity Website remains impressive, serving as a hub for our campus diversity efforts and initiatives. Data provided by Information Resources shows over 20,676 visits and 42,893-page views 2018/2019 fiscal year.
- The work of the UDC has allowed our campus to work across divisions to systematically 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 1st Generation students, faculty and staff to support those 1st Gen students who are not part of a formal support program.
- 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. With the support from the Tehama Group, we have added an active and engaging Instagram page.

ANALYSIS

Continued and sustainable 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 and sustainable 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 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, 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. We were able to facilitate numerous diversity trainings to faculty, staff and students including Avoiding Bias in Hiring Process, Student Employment Diversity Training, Diversity Certificate Program and Diversity Academy.

Fifty-two percent of our students identify as 1st 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.

PROGRAM OBJECTIVES FOR NEXT YEAR – 2019/2020

- 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.
- Collaborate with our University Police Department to foster healthy relationships with members of our diverse populations.
- 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.
- Support the priorities of the University Diversity Council, which will guide our campus diversity initiatives.

QUICK FACTS

Fall 2018

Student Ethnicity

American Indian/Alaskan Native: 0.5%
Asian: 5.4%
Black/African American: 2.6%
Hispanic/Latino: 33.3%
Native Hawaiian/Pacific Islander: 0.2%
White: 42.9%
Two or More Races/Ethnicities: 5.2%
Declined to State: 6.6%
Nonresident Alien: 3.2%

Gender

Female: 54%
Male: 46%

1st Generation

52% 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%