

University Diversity Council (UDC) Meeting Summary
December 6, 2021 via Zoom

Participants: Tami Adams, Kaitlyn Baumgartner Lee, Teresita Curiel, Susan Green, Rachel McBride-Praetorius, Malcolm J. McLemore, Andy Miller, Michelle Morris, Brian Oppy, Kate Post, Melvin Quezado Haro, Dylan Saake, Cecilia Santillan-Robles, Gina Sims, Eddie Vela, Duncan Young

1. Welcome & Introductions

- Welcome to new members, Tami Adams, Alumni & Parent Engagement, Andy Miller, Information Resources, Melvin Quezado Haro and Duncan Young, Associated Students, and Gina Sims, Office of Equity, Diversity & Inclusion (OEDI).
- Yvette Zuniga has officially accepted the position of Associate Director of the Office of Equity, Diversity and Inclusion and will start on January 3, 2022. Yvette is an alumna and is coming from Butte College where she currently works advancing student equity.
- With a fully staffed office, OEDI and the UDC can hit the ground running in 2022 to build on past successes.

2. UDC Overview

- The UDC was established in fall 2014, and acts as advisory group to the president, with student, staff and faculty representation from across divisions; workgroups focus on UDC priorities and key performance indicators (KPIs).
- The UDC was institutionalized last year through [EM 21-024](#)
- Recent accomplishments include:
 - The *Avoiding Bias in Hiring* training is required for all search committee members effective Jan. 1, 2021, and continues via zoom
 - Interview questions must include at least one that assesses EDI/cultural competencies for all positions
 - OAPL Action Now team created Tenure-track Faculty Recruitment Steps with EDI best practices
 - Received EDI Strategic Priority funding for public art to increase inclusive campus imagery
 - Collaborated with CAB on implementation of AB 1460 CSU Ethnic Studies graduation requirement
 - Launched new and robust EDI website; Mechoopda land acknowledgement banner is at the bottom of all campus webpages
- Looking ahead, we aim to:
 - Align UDC efforts with current University Strategic Plan Priorities and Enduring Commitments and associated campus initiatives (e.g., Equity Action Teams, HSI initiatives)
 - Build on past campus diversity and inclusion efforts and move towards equity and justice frameworks; address systemic/structural barriers to equitable educational access and outcomes through anti-racist and equitable policy adoption
 - Recommit to being a working committee that collaborates with campus partners engaged in EDI work

- Recommend action items for implementation
- Communicate UDC outcomes effectively with internal and external stakeholders

3. Workgroups & Assignments

- a. Increasing Workforce Diversity
 - b. Campus Climate Considerations
 - c. Social Justice, Diversity, and Inclusion across the Curriculum
 - d. Equity, Diversity and Inclusion Communication Plan
- Traditionally UDC has met once a month, and workgroups meet between regular UDC meetings.
 - Between now and end of January 2022, workgroups should meet, look at past KPIs, and identify two or three, specific and measurable KPIs for spring semester; consider “purposeful abandonment” of past KPIs that are no longer relevant
 - Our goal is to be able to document outcomes by the end of 2021-2022 academic year
 - As dictated by EM 21-0245, the UDC includes certain representation, but workgroups can and should invite ad-hoc members to engage in efforts to achieve stated KPIs
 - Potential campus partners include: Equity Action and Inquiry Teams, Business and Finance Diversity Committee, Curriculum Advisory Board, Faculty and Staff Associations, Academic Senate, Staff Council, Associated Students, FDEV, ARC, etc.
 - It is critical that student voices be well represented in our work

4. Next Steps

- Gina will reach out to new UDC members for a photo and an EDI related quote for the website
- Spring 2022 Outlook meetings have been sent out, please let Gina know if you did not receive them.
- Kaitlyn will be sending Michelle information about early engagement with students and families, looking at our multicultural welcome receptions and the opportunity to include families in the future
- Kate will put 2021 KPIs online - <https://www.csuchico.edu/diversity/assets/documents/udc/kpi/udc-priorities2020-21.pdf> (waiting for updated version from OATS, this version of the document is not yet accessible)

5. Workgroup breakout rooms

- Workgroups met to identify meeting times, ad-hoc members to engage, and two to three key performance indicators for spring 2022