

University Diversity Council 2019-2020 Action Plan
May 2019

Priorities: Increase Workforce Diversity and Funding for UDC Priorities & KPIs
Workgroup Chair: Michelle Morris; Members: Teresita Curiel, Annabel Grimm, Evanne O'Donnell, Katie Peterson, Dylan Saake

KPI 1.1—Recommend that deans and VPs submit a diversity profile for their department/unit/division that reports goals, strategies, and evidence of progress toward recruiting and retaining diverse faculty and staff for inclusion in the Annual Diversity Report.

Action Plan

Provide VPs and deans with employee race and ethnicity data for their division/college prepared by D. Saake. Request that VP Lang ask VPs and deans to: 1. reflect on the data and briefly provide goals, strategies and any evidence of recent progress in their division/college toward recruiting and retaining diverse employees; and 2. provide three to five bullet points highlighting any efforts (e.g., programs, policies, initiatives) to advance campus equity, diversity, inclusion and student success in their division/college from the past year.

Timeline: summer 2019

Consider limitations of collected employee and student diversity data in consultation with Office of Academic Personnel, HR, and Institutional Research representatives; develop plan to improve.
Timeline: fall 2019

KPI 1.2—Recommend that all staff search committee members and hiring authorities complete the Avoiding Bias in Hiring training prior to recruitment.

Action Plan

Meet with HR representatives to develop fall 2019 roll out plan for mandatory Avoiding Bias in Hiring training for staff search committee chairs/hiring managers; develop language for VPs Lang and Sherman to send to staff announcing new policy.

Timeline: Meet with HR in April 2019; provide VP Lang with announcement language by August 20, 2019.

KPI 1.3 Collaborate with Human Resources to investigate best practices in diversity and equity – minded staff evaluation.

Action Plan

Revise language to better reflect intent of KPI. Consider VP/MPP/manager/director role in promoting and supporting diversity within their division/unit; research and propose plan to remove barriers and incentivize employees to participate in equity/diversity related professional development opportunities.

Timeline: fall 2019

KPI 1.4 Collaborate with the Office of Academic Personnel (OAPL), Faculty Development, and the Academic Affairs Diversity Committee to increase the recruitment, retention, and promotion of diverse faculty (e.g., track demographic data throughout the search process, evaluate department retention, tenure and promotion (RTP) standards for recognition of inclusive pedagogy, scholarship and service, identify equity minded Faculty Learning Communities (FLC) and professional development opportunities among affinity groups).

Action Plan

Determine process for data collection throughout the search process. Assess current recruitment system. Review department RTP standards.

Timeline: Review department RTP standards April 2019; determine process for data collection and assess current recruitment system in fall 2019.

KPI 1.5 Develop a *Grow Our Own* equity minded leadership development program for faculty and staff at career start, mid-career, and senior levels.

Action Plan

Research models that exist. Propose recommendations for a program format at Chico State. Identify internship/mentoring opportunities for students, staff and faculty.

Timeline: November 2019

KPI 4.1—Institutionalize annual Chief Diversity Officer budget.

Action Plan

VP Lang will lead this KPI.

Identify costs associated with current and future diversity related personnel, policies, and programming. Identify funding streams and report to VP Lang.

Timeline: Summer-fall 2019

KPI 4.2—Collaborate with University Advancement and Research and Sponsored Programs (RESP) to identify funding opportunities for programs/initiatives (e.g., national speakers, diversity trainings, cultural events).

Action Plan

Meet with University Advancement representative to develop fundraising strategy.

Timeline: September 2019

Priority: Campus Climate Considerations

Workgroup Chair: Tray Robinson; Members: Rachel McBride, Kaitlyn Baumgartner Lee, Malcolm McLemore, Matthew Miller, Chela Mendoza Patterson

KPI 3.1 – Administer an annual Campus Climate Survey to students, staff, faculty, and administrators measuring perceptions related to diversity, equity, inclusion, respect, and dignity, and efforts promoting student success among traditionally underrepresented groups (i.e., African American, Latinx, Native American).

Action Plan

Inventory current student, faculty and staff surveys and when they are administered to prevent survey fatigue. Look at examples of existing surveys and determine if we should add to existing surveys or develop our own. Determine frequency of survey administration and who will be responsible for administering and analyzing data.

Timeline: fall 2019

KPI 3.2 – Measure impact of current diversity and inclusion programs (e.g., Global Voices, Diversity Academy and Certificate Programs, Conversations on Diversity) using standardized assessment tool; set timeline to develop and implement.

Action Plan

Inventory campus wide diversity and inclusion programs and determine what types of programs we are looking at. Who is the target audience? Look at measurement tools to recommend a template for campus. CAS Standards?

Timeline: fall 2019

KPI 3.3 – Complete cultural audit of campus physical spaces.

Action Plan

Contact vendor to look at costs and timeline.

Timeline: fall 2019

KPI 3.4— Investigate best practices to improve Chico State grades on Harper and Simmons' Black Students at Public Colleges and Universities-A 50-State Report Card (i.e., Representation Equity – C; Gender Equity – B; Completion Equity – F; Black Student-To-Black Faculty Ratio – D).

Action Plan

Inventory existing programs and initiatives that exist on campus that support Black/African American Students. Based on our findings, make recommendations to UDC for next steps.

Timeline: spring 2020

KPI 3.5—Submit Chico State data for inclusion in the Campus Pride LGBTQ Friendly Schools Ranking Index.

Action Plan

Inventory existing programs and initiatives that exist on campus that support LGBTQ+ Students. Submit data and information to campus pride. Based on our score, make recommendations to UDC for next steps.

Timeline: Fall 2019

KPI 3.6—Collaborate with the Counseling Center, Student Health Center and Faculty Development to increase mental and physical health services for students, staff and faculty (e.g., develop a “traveling” MFT or MSW schedule of drop-in conversation groups in student spaces on campus, develop a Faculty Learning Community on self-care).

Action Plan

Meet with Counseling and Wellness, Faculty Development and Student Health Center staff to initiate a conversation regarding best practices to support our diverse campus community. Determine who supports staff regarding this KPI.

Timeline: Spring 2020

**Priorities: Annual Diversity Report & UDC Communication Plan
Workgroup Chair: Kate Post; Member: Garrett Caldwell**

KPI 2.1 Produce and publish an Annual Diversity Report at the end of each academic year.

Action Plan

Print publication, brochure-style // highlight recent achievements, data, add what's to come + greeting from VP Lang // content and planning will happen spring/summer 2019

Timeline: First edition, fall 2019

KPI 5.1 Present UDC updates to cabinet, senior management, Academic Senate, Staff Council, and Associated Students.

Action Plan

Develop a PowerPoint template for presentations

Timeline: starts spring 2019 with limited groups, expand in the fall

KPI 5.2 Collaborate with University Communications to develop and implement a comprehensive diversity and inclusion marketing plan that incorporates and evaluates current communication methods/tools as well as alternative approaches (e.g., personal experience blogs, social norming campaign, digital storytelling).

Action Plan

Assess existing communications + needs, then develop a plan

Timeline: summer 2019

Priority: Social Justice, Diversity, Equity, & Inclusion in the Curriculum
Workgroup Chair: Sara Cooper; Members: Eddie Vela, Jed Wyrick (Michelle Morris, Tray Robinson)

Highlighted language or content changed since approval of the KPIs—the workgroup would like the changes reflected in the Working Document of UDC Priorities and KPIs.

KPI 6.1 Compile and maintain updated list of Chico State diversity/inclusion/equity/social justice curriculum and faculty involved.

Action Plan & Timeline: finish by May 2020

- Initial list compiled for summit; you can comment at https://docs.google.com/document/d/1YoQ_8JYMZbCzOzrMML7INa0nVq2onzwXgeslGdqv_2Y/edit?usp=sharing.
- Start spreadsheet worksheet to organize all items on list; categorize by full course, unit(s) in a course, program curricular plan; cross-reference by College
- Research to add course abbr./#, titles, offering schedule, who teaches
 - Outreach to faculty, chairs and deans again—consider survey, which Kate could help draft and implement (Post or McCarthy?)
- Capture and add listing of all USD and Global courses
- Capture and add listing for all new courses that “add to the Diversity mission”
- Identify point person to maintain spreadsheet/database
- Set up processes by which all new and revised courses that newly address diversity and inclusion are reported to the UDC

KPI 6.2 Recommend collaboration with GE CAB in writing new assessable Diversity student learning outcomes. On hold until GE is stable (revision proposal still in Senate)

- Will Diversity outcomes stay or go?

KPI 6.3 Analyze relationships among graduation rate achievement gaps, student perceptions of campus climate, and exposure to diversity and inclusion/social justice curriculum (different from inclusive pedagogical strategies).

Action Plan & Timeline

- Target Spring 2020: Lit review
 - Finish surveys
 - IRB approval
 - Pilot a self-report survey on student perceptions of campus climate—pre and post for 3 courses, in 3 different disciplinary areas (including MCGS), perhaps mix of GE and major courses
- Target Fall 2020 first implementation: Long term analysis based on survey to be administered for 4 years, to the entire 1st year cohort and 4th year cohort
- IR can data mine the grad rates

KPI 6.4 Analyze relationship between (1) faculty participation in social justice curriculum/initiatives and (2) campus climate perception, agency around positive change, and retention.

Action Plan & Timeline

- Target Spring 2020: Complete survey (include level/quantity/depth of participation in social justice matters), IRB approval, lit review
- Target Fall 2020 first implementation: Survey and focus groups

KPI 6.5 Recommend requiring an increase in cultural competency knowledge and skills for all graduating students.

Action Plan & Timeline

- Universal awareness training for students, faculty, staff, and leadership belongs in UDC Priority 3, Campus Climate Considerations.
- Target Jan 2020: Suggest that, together with interested parties from the CCC working group, we host a scenario-based workshop designed to increase skills for faculty & staff at the next Tipping Point.
- Cultural Competency could be measured by increase in skills or knowledge (preferred) or exposure to diverse cultural values (communicates about “teaching” rather than learning).
- Target Fall 2020: Should Cultural Competency be an overall goal of the university? Of GE? Of certain programs or courses, such as USD/GC? This is a larger conversation at the university level, which we would like to initiate.
- Target Fall 2020: Pitch to GE that one assessed learning outcome be increased cultural competency.

KPI 6.6 Collaborate with Faculty Development to provide FLCs related to implementing inclusive pedagogy across the curriculum and support curriculum redesign to incorporate diversity/inclusion/equity/social justice across disciplines.

Action Plan & Timeline

- Target Spring 2019: Reach out to Faculty Development to discuss their receptiveness to expansion of FLC facilitator list and our goal of annual FLCs funded from across the university.
- Target Fall 2019: Create budget, assure funding, create FLC descriptions.
- Target Fall 2019: Formal proposal to institutionalize two annual FLCs:
 - (1) course revision to infuse diversity/inclusion/equity/social justice—based on earlier iterations of this FLC (funded by Colleges?).
 - (2) inclusive pedagogy methods (not related to content)

KPI 6.7 Recommend revision of Student Evaluations of Teaching (SETs) to include assessment of inclusivity.

Action Plan and Timeline

- Target Fall 2019: Sara talk to incoming FASP Chair to request we be allowed to address the SET committee in AY 2019-20

- Target Fall 2019: Eddie come up with a short list of validated, potential questions assessing inclusivity
- Perhaps need to talk to EPPC, whole Senate, others??; relate to current proposal to include tangible credit/acknowledgement in RTP process for work around diversity/inclusion/equity/social justice in teaching, research, and/or service