

Minutes of the University Diversity Council Meeting

November 15, 2017

8:30 a.m. – 10 a.m. | Kendall Hall, room 103

Present: Dylan Gray, CC Carter, Chela Mendoza Patterson, Eddie Vela, Evanne O'Donnell, Gayle Hutchinson, Melanie O'Connor, Miguel Alfaro, Matthew Miller, Teresita Curiel, Tray Robinson, Zuri O'Balles,

Absent: Annabel Grimm, Brooke Banks, Dylan Saake, James Luyirika-Sewagudde Jr., Kaitlyn Baumgartner Lee, Kate Post, Michelle Morris, Sara Cooper

I. **Welcome and Introductions**

- a. Tray Robinson welcomed everyone to the UDC Meeting and attendees introduced themselves.

II. **Review Student Diversity Training Presentation**

Had a discussion about online training, that was presented last meeting (Oct. 9, 2017). It was decided we will not move forward with this effort. There was a discussion about the campus theatre group performing vignettes about diversity and inclusion at orientation events, and that they be videotaped. It was suggested that the topics of the vignettes be incidents that have occurred on campus. It was suggested that peer to peer is powerful, and having other students acting out past incidents would be ideal.

Action Item: Tray Robinson will set up a meeting with Abeer Mustafa, Mary Wallmark and the Theatre Department to talk about creating vignettes for housing and Orientation.

Action Item: Tray Robinson will contact Tim Sistrunk and discuss partnering with CFA, on social justice issues.

President's Update

There was a brief discussion about incidents that have occurred on campus this semester. President Hutchinson asked, how do we reach all students? Unfortunately, students are getting disparaging remarks from faculty and staff.

The President suggested that faculty and staff organize a photo campaign, similar, to the one the CSU, Chico, Athletics, "We Don't Say".

III. **All Division Diversity Committee Update**

It was decided by the All Division Diversity Committee that they did want to host a poster session this year. Instead the group decided to host a teach in, which will take place in spring 2018?

IV. **50 Year Remembrance of MLK's Assassination (April 2nd – 6th)**

There was a discussion about holding a teach-in and a celebration during the Remembrance of MLK's Assassination. It was suggested that a march through campus would be powerful.

V. **Last Year's Highlights**

Last year's highlights were:

- Advancement of Ethnic Studies Report
- Collaborated with campus partners (e.g., Chicano Latino Council, Student Life and Leadership, orientation and pre college programs), to expand Spanish Language Summer Orientation from one to three days
- Confronting our Biases Training
- Did you know? campaign
- Facilitated three HSI Faculty Learning Communities with Office of Faculty Affairs
- First Annual Diversity Report
- Support various grants related to HSI initiatives
- The mandatory Strategies for Avoiding Unconscious Bias in the Hiring Process for all tenure track faculty search committee chairs

VI. **Goals for 2017 – 18 & Update from the UDC Work-Groups**

Reminder, each workgroup should meet before our next meeting, which is scheduled for December 13 at 10 a.m.

Work Group 1

James Luyirika-Sewagudde

Tray Robinson

Eddie Vela

Kate Post

Dylan Gray

Focus for the year

- Further develop a communication plan to communicate our efforts to students, faculty, staff, alumni, and
- We Don't Say Campaign, for faculty and staff

Work Group 2

Teresita Curiel

Kaitlyn Baumgartner Lee

Alejandro Alfaro

President Hutchinson

Chela Mendoza Patterson

Focus for the year

- Develop a tool to quantify the 1st Gen, URM, Student with Disabilities voice, etc. and their needs, which can be used to inform grant opportunities and better understand the unmet needs of these unique populations

Work Group 3

Dylan Saake
CC Carter
Melanie O'Connor
Annabel Grimm
Jed Wyrick
Zuri O'Balles
Evanne O'Donnell

Focus for the year

- Campus climate survey for students, faculty and staff
- Develop a tool to report diversity efforts from the various VP's and Deans

Work Group 4

Sara Cooper
Matthew Miller
Michelle Morris
Tray Robinson

Focus for the year

- Write letters of support (to the Chancellor, as well as the Provost and Academic Deans) for MCGS to hire a Native American Studies Faculty Member

VII. Other

- We will be scheduling an end of year UDC & All Division's Diversity Committee Breakfast/Brunch Meeting.
- There was a discussion about stickers being placed on many of the University buildings that say, "It's Ok to be White".