Minutes of the University Diversity Council Meeting  
December 13, 2017  
10 a.m. – 11:30 a.m. | Selvesters Café by the Creek

Present: Brooke Banks, CC Carter, Sara Cooper, Teresita Curiel, Annabel Grimm, James Luyirika-Sewagudde Jr, Matthew Miller, Evanne O’Donnell, Chela Mendoza Patterson, Kate Post, Tray Robinson, Dylan Saake, Eddie Vela

Guests: Tasha Alexander, Victoria Ambadekar, Ashley Gebb, Karyn Cornell, Kristen Curtis, Dan Herbert, Rod Hayes, Ricardo Jacquez, Josh James, Barbara Johnson, Brooke McCall, Robert Morton, Abbie Page, Katie Peterson, Krystle Tonga, John Unruh, Doug Wilson, Jenna Wright,

I. Welcome and Introductions
   a. Tray Robinson welcomed everyone to the UDC & All Division Diversity Meeting/Brunch. Attendees introduced themselves.
   b. On behalf of the UDC, Tray Robinson presented CC Carter with a retirement gift.

II. UDC Work Group Updates
   Work Group One
   James Luyirika-Sewagudde
   Tray Robinson
   Eddie Vela
   Kate Post

   Kate Post gave an update for work group one. The ‘Did you know’ campaign began two years ago. This correspondence is emailed to faculty and staff on campus. The messages includes information on diversity and inclusion. Kate encouraged the membership to email any ideas they have for a ‘Did you know’.

   Work group one is looking for ways to improve communication between the UDC, the campus, and the Chico community.

   Work Group Two
   Teresita Curiel
   Kaitlyn Baumgartner Lee
   Alejandro Alfaro
   President Hutchinson
   Chela Mendoza Patterson

   Teresita Curiel reported that Work group two is working on Hispanic Serving Institution Initiatives and closing the achievement gap.
Based on the feedback from the HSI Grant Writer, the group is hoping to find out what the students need, and what are the solutions from the student’s perspective. Want the feedback to provide data to support applying for other grants.

**Work Group Three**  
CC Carter  
Melanie O’Connor  
Annabel Grimm  
Jed Wyrick  
Zuri O’Balles

Dylan Saake gave an update on Workforce Diversity and campus climate. Information will be collected from campus VP’s, Deans, and Directors to inform and create a diverse workforce. This information will be made available to campus in 2018. It was announced that everyone involved in faculty recruitment must go through the workshop, Avoiding Bias in Hiring. An updated campus climate survey will come out in April 2018.

It was announced that we are looking into doing a physical audit of campus space and creating a map.

**Work Group Four**  
**Sara Cooper**  
Matthew Miller  
Michelle Morris  
Tray Robinson

Sara Cooper gave the update for work group four. Creating an Ethnic Studies is an institution priority, and was just approved for a Queer Latinx faculty member and have interviews scheduled. Provost has approved a Latinx major. It has been proposed that MCGS be moved from a program to a department.

### III. All Division Diversity Committee Update

**Academic Affairs Diversity Committee**  
Sharon Barrios reported that their diversity group is working on closing the achievement gap.

**Business and Finance Diversity Committee**  
Annabel Grimm reported that Business and Finance established their Diversity Committee approximately four to five months ago. This group is currently working on department goals.
**Advancement Diversity committee**  
Kate Post shared that at their holiday party employees were encouraged to sign up for diversity training, by giving them an extra raffle ticket.

**IV. All Diversity Committee work**  
Two subgroup have been created. The committee will hold a teach in for the Remembrance of MLK’s Assassination (April 2\textsuperscript{nd} – 6\textsuperscript{th}) and a celebratory event.