

**Minutes of the University Diversity Council**  
**December 18, 2018**  
**1:30 p.m. – 3:00 p.m. | Kendall Hall, room 103**

**Present:** Kaitlyn Bumgartner Lee, Sara Cooper, Teresita Curiel, Annabel Grimm, James Luyirika-Sewagudde Jr, Rachel McBride, Evanne O'Donnell, Chela Mendoza Patterson, Katie Peterson Kate Post, Tray Robinson, Dylan Saake, Eddie Vela, Jed Wyrick

**Absent:** Gayle Hutchinson, Matthew Miller, Michelle Morris, Alisha Sharma, Prairie Yana Francia

**Guest:** Stephen Cummins

**Welcome and Introductions**

Milton Lang welcomed everyone to the UDC Meeting and introduced special guest, Stephen Cummins, University Public Engagement. Attendees introduced themselves.

**I. Campus Wide Events**

Special guest Stephen Cummins from University Public Engagement was invited to meet with the UDC to discuss developing a partnership in regards to bringing more diverse programming to Chico Performances, National Public Radio affiliate north state Public Radio and commencement ceremonies.

Stephen discussed the fact that Chico Performance is a 501 (3) (c), not for profit organization. Performances and artists are paid through the revenue of ticket sales, grants, and partnerships.

Stephen explained that his office is currently working on the 2019/2020 for Chico Performances, his office takes care of all of the behind the scenes work (negotiations, fees, travel and accommodations for artists/performers...).

Tray Robinson talked about the President's Diversity Speakers Series that had been established under President Zingg, but has not continued. The membership showed an interest in reinstating the President's Diversity Speakers Series and asked Stephen if it was possible to have a speaker for fall semester. Stephen asked Milton Lang to give him a short list of desired speakers and he would let him know what speakers are doable.

There was some discussion about commencement and the availability of accommodations after the CAMP Fire. Stephen assured the UDC that his office was currently surveying this information.

There was a brief discussion on having a Fall Commencement, at this time the President's Office and Provost Office have decided that there will not be a fall commencement. However, this topic will be explored at a later date.

Milton Lang thanked Stephen for taking time to attend this meeting.

## II. **Review/Edit Updated UDC Charge**

The UDC membership took a few minutes to review the attached UDC charge. Eddie Vela and other members agreed that diversity is the fundamental center and core function of the academy. Sara Cooper expressed that the charge does not go far enough and should include social justice and curricular issue, and aligning the charge with what came out of the summit, and Rachel McBride – Praetorius felt that if this is based on inclusivity, Native Americans should be listed.

Teresita Curiel and other members felt that listing identities in the charge may cause someone to feel left out and be problematic. Chela suggested that the last sentence, of the first paragraph in the charge be moved to the first sentence in the first paragraph.

It was agreed to move away from listing identities and use more inclusive language and that the charge is a working document. Malcolm McLemore also suggested that Equality and Equity be included in the charge.

## III. **STAR Center**

STAR stands for Strategic Transition and Retention, this center will assist students that are 1<sup>st</sup> Generation and not in a formal program. Chela mentioned that Malcolm is taking his dissertation to others and he will be the key part of this endeavor. It was explained that the STAR Center focuses on academic achievement and the CCLC focuses on giving students a sense of community and how to be leaders. The STAR Center should be opening after winter break.

## IV. **GI 2025**

These funds went toward the STAR Center, hiring an Assistant Director for the CCLC, funding an ASA in EOP, a half time Admissions Specialist, and a half time student learning tutor. The funds were also used for financial aid and accessibility software.

## V. **Student Council on Campus Climate**

Milton met with students in the CCLC and they let him know that they did not feel like they have a voice on campus. Having a student council on campus climate will help students feel heard. Chela announced that the applications for this council can be found on ORG SYNC.

Rachel asked if there was another way students could apply for this council, because some of the Native American Students were not familiar with ORG SYNC.

**Action Item:** Malcolm will email Rachel and help students get connected on ORG SYNC.

Milton encouraged members to get the application information about the Student Council on Campus Climate, out to students.

## VI. **Datapoints**

Chela explained that these datapoints are specifically about ethnicity and broken down by numbers and percentages.

**VII. Staff Diversity Profile**

Milton explained that there is a lot of work to do to diversify faculty and staff here at Chico State. Even though there is a lot of work to do in this area, there is an opportunity. It was agreed that it is important for students to see themselves in faculty and staff.

There was discussion about the number of diverse faculty and staff that are in Butte County that are qualified for positions at the University. Dylan Saake explained that data can be inaccurate because this information is based on self-reporting. However, the best and consistent data on faculty and staff demographics is through IPEDS.

**VIII. Avoiding Bias in Hiring & Training for Staff**

This training is mandatory for faculty that serve on search committees, but not mandatory for staff.

**IX. Review and Discuss current KPI's; Set Priorities**

Tray Robinson asked membership to think of goals that will move diversity forward and use Sara Cooper's example.

Sara Cooper added that if someone is not in a work group and is interested in curriculum, please contact her.

**a. Attachment: UDC Workgroups, 2019 – 2020**

**X. Spring Programming Update (upcoming events)**

Tray let membership know that there is a Google Doc. that has a list of upcoming events across offices.

**Action Item:** Sara Cooper will email the membership the link to the Google Doc. with the list of upcoming events.

**XI. Fall Campus – wide Diversity & Inclusion Event**

Tray and Milton discussed 8.5 on the action plan. It is a report to campus to hear about what is happening on campus that has to do with diversity and inclusion.

Milton added that there are a lot of great things happening and a lot more work to do.