

Minutes of the University Diversity Council and All Divisions Diversity Committee Meeting

April 23, 2018

11:30 a.m. – 1:00 p.m. | Selvesters Café by the Creek

Present: Kaitlyn Bumgartner Lee, Sara Cooper, Teresita Curiel, Annabel Grimm, James Luyirika-Sewagudde Jr, Rachel McBride, Michelle Morris, Evanne O'Donnell, Zuri O'Balles, Chela Mendoza Patterson, Kate Post, Tray Robinson, Dylan Saake, Alisha Sharma, Eddie Vela

Guests: Tasha Alexander, Victoria Ambadekar, Ashley Gebb, Karyn Cornell, Kristen Curtis, Anna Flores, David Hassenzahl, Dan Herbert, Rod Hayes, Ricardo Jacquez, Josh James, Barbara Johnson, Robert Knight, Kate McCarty, Brooke McCall, Robert Morton, Patrick Newell, Abbie Page, Doug Wilson

Welcome and Introductions

Tray Robinson welcomed everyone to the UDC & All Division Diversity End of Year Meeting. Attendees introduced themselves.

I. Faculty and Staff Diversity Summit Overview

Tray Robinson reported that 84 people attended the Faculty and Staff Diversity Summit, including the entire cabinet, the last summit was held 10 years ago. President Hutchinson will use this information for strategic planning.

II. MLK 50 year Remembrance

Tray Robinson expounded, that the week-long activities for the MLK 50 year Remembrance began because the All Division Diversity Committee chose to plan something different than the annual poster session.

One of the events was the Fostering the common unity within community, this was held in Selvesters, food was provided by Associated Students, and approximately 220 individuals (students, faculty, staff and community members participated) in this activity. There were three questions pre-printed on paper, and each participant chose one prompt to answer. The answered questions were hung on twine that was hung around Selvesters.

The other event was Courageous Conversations, it took place in the free speech area in ARTS. There were a number of speakers that spoke on topics, such as, prison, Islam, and the red & blue line.

III. UDC Work Group Updates

Work Group One

James Luyirika-Sewagudde

Tray Robinson

Kate Post

Work group one is looking for ways to improve communication between the campus and students. This group is collaborating with Matt Miller in developing diversity training by having theater students' act out vignettes that are about diversity and inclusion.

Work Group Two

Teresita Curiel
Kaitlyn Baumgartner Lee
Alejandro Alfaro
President Hutchinson
Chela Mendoza Patterson
Paul Baily
Malcolm Mclemore

This work group have seven KPIs, and have completed some, but are deciding whether to pass on to another entity. Michelle Morris added that President Hutchinson will revisit KPIs and see where we are going.

Work Group Three

Melanie O'Connor
Annabel Grimm
Jed Wyrick
Zuri O'Balles

This work group is looking at the demographics of the different colleges verses the demographics of the students in those departments.

It is now mandatory that all faculty that serve on a search committee, must go through unconscious bias training. They are also updating the Hallmark Timeline and a Social Justice Timeline.

Work Group Four

Sara Cooper
Matthew Miller
Michelle Morris
Tray Robinson

Sara is looking for a letter of support for an American Indian Studies. Make CSU Chico a desirable college for Native students .

There was a discussion about needing more diversity and inclusion in the curriculum.

All Division Diversity Committee Update

Academic Affairs Diversity Committee

It was reported that this committee is working on increasing workforce diversity, and mentoring junior faculty.

One of the members of this committee shared that Faculty that have served on recent search committees and have gone through the mandatory training, say that the training has helped them look at things differently.

Business and Finance Diversity Committee

Because there was a big turn-over, it has slowed down this committee, they are currently restructuring.

Advancement Diversity committee

This committee reported that the entire Department will hold Two subgroup have been created. The committee will hold a teach in for the Remembrance of MLK's Assassination (April 2nd – 6th) and a celebratory event.