

University Diversity Council
October 16, 2018
Meeting Notes

Present:

Alisha Sharma, Annabel Grimm, Dr. Chela Patterson, Tray Robinson, Eddie Vela

Absent: Dylan Saake, Gayle Hutchinson, Kate Post,

Introductions:

The committee provided self-introductions.

Chief Diversity Officer, Milton Lang, opened the meeting with a brief self-introduction. He stated that he has learned quite a bit about the state of diversity and inclusion during his past nine months of being on campus as Vice President for Student Affairs. Learned of a few disappointments but also recognize the hard work that has been done up to this point. He believes the campus is in a good place, but acknowledges that there is still much work to be done. He is most excited to work collaboratively with members of the University Diversity Council. He held the position of Special Assistant to the President while at Washington State – a role that oversaw the diversity and inclusion efforts at the University. In this position, he created and led the efforts of the Associate Deans Diversity Council, and worked effortlessly with student, faculty, and staff. He stated that diversity is non-negotiable at Chico State. He is fully committed. The President and Cabinet are fully committed.

O'Donnell asked if there was a noticeable shift that stood out to him while at Washington State. Lang stated that one noticeable shift was when the subcommittees looked into macroaggressions in the classroom and in mental health issues. They quickly learned from faculty that many of them did not know how to hire faculty of color. They were able to put programs in place to help assist and educate faculty, and pulled together best practices that allowed them the tools to confidently recruit faculty of color.

Lang understands that we need to provide more support to our faculty and staff. The committee chimed in that we must better showcase our university. In light of hiring for diversity and inclusiveness, Vela suggested that as Lang begins to talk to members of the committee, as much effort has been done across the domain, that he consider the issue of trailing spouses. There is currently no obligation in regards to offering employment to spouses of hired administrators. VP Lang agrees that the issue of trailing spouses is important and can be problematic, as we will limit our capabilities of retaining and attracting because of this issue. O'Donnell added that this issue has been brought up to Cabinet in the past, but the implementation did not occur because of union issues/issues from the Bargaining Units.

Review UDC Charge

VP Lang asked the group to take a look at the current committee charge to review it and edit as needed. He posed the question, "Is this what we're about?" Is it the direction we want to go?" Some comments were:

- The Charge should touch more on the work that's been done (Cooper).
- Include more than just diversity; Include Equity & Inclusion (Curiel).
- Include culture competence (Luyirika-Sewagudde Jr.).
- Address some generalized items such as diverse viewpoints, intercultural and intersectional competencies, as we need more effort into mixing and meeting people who do not look like us (Post).
- The current charge talks about a diversity action plan that already expired. Make it more universal. Strategic priorities of the institution? Supporting that priority? Action plan is not applicable (Patterson).
- Diversity related initiatives are often misunderstood as add-ons and auxiliaries. Making sure we talk about equity and inclusion; intersection. Modern expressions of our core mission. Find some language that these are not afterthoughts, and that diversity comes from different life experiences. Those types of interactions are in common for all of us. Not additions but expressions (Vela).
- Needs to ensure that diversity and inclusion is woven into everything we do within the strategic plan (Lang).
- Maybe add in First Gen., Foster Youth, Dream students – misconceptions occurs in the classroom. A person's status should be a part of it as well (Cooper).
- We must consider that student have multiple identities (Sharma).
- People sometimes do not have a sense to valuing diversities and each other experiences. People have so much to bring to the table from their life experiences and all that they went through (Wyrick).
- Continual process and assessment, and edit/change Charge as we move along (Baumgartner-Lee).
- This is a working document. We will revise as much as we need to.

Priorities

VP Lang asked the committee to review the list of priorities currently listed for the committee. Are these priorities still relevant?

Curiel stated that we have a long way to go. One priority listed if that of HSI but we must consider adding other institutions. Need to be more inclusive in how we are serving our students. Lang agreed that we should assess and analyze, and in addition to broadening our priority focus on HSI, he asked what other groups we should include. The committee commented:

- URM (maybe using the word undeserved instead of underrepresented?)
- Think of a priority that incorporate all students; keeps us from being locked in

- We need to break down the group so people have a picture/idea of what those groups are
- When we break it down, ensuring that LGBTQ is included
- African American students need to be a priority as Black faculty and staff are looking at/studying reports.
- If something is brought to this committee, we will make it a university-wide priority, and institutionalize it.
- Add Native students.
- Need to clean up our data so we can give accurate data.
- Look at priorities and order them, then provide update. Depends on data and strategic plan. Provide a list of priorities for the next nine months and then revise accordingly.

Diversity Summit

VP Lang was able to attend the diversity summit and felt it was a phenomenal event.

Robinson noted some outcomes from the event, which were:

- Develop more relationship across campus
- Develop priorities to bring back and work on.
- A report was developed and presented to Cabinet.
- People have been asking how they can move forward.

Cooper added that communication truly is key. We cancel each other's events out and need to plan better so events can happen collaboratively. We must build a more collaborative institutional culture and have ongoing communication. Collaboration event to occur on November 29.

Lang commented that he realized that diversity on the Chico State campus is disjointed and disconnected. We must think about the infrastructure that helps to bring us together, and agrees that, yes, we must communicate with each other across campus and truly begin to work together. We do not do a good job of communicating retreats, programs or events. There has been extraordinary work done, but no-one is communicating it out. How can we be more transparent? We can look at presenting to Academic Senate in the future.

There were talks of adding a community member to the committee, but the committee felt it better to invite them to specific meetings.

Next agenda items:

1. Strategic Planning
2. Diversity Training for students, faculty & staff – how can we educate and indoctrinate folks to this campus?
3. Review and discuss the KPI's as we ran out of time.

Action Item:

1. Take everyone's comments regarding the Charge, draft, sent to committee for comments, have discussion at next meeting.
2. VP Lang to bring data to next meeting; data of diversity in students, staff, where are the needs?