

University Diversity Council Meeting Summary
September 24, 2019
Kendall Hall, room 207

I. Welcome & Introductions

Chela Mendoza Patterson introduced herself as the Acting CDO. She will continue initiatives (STAR Center, Tribal Relations, HSI) that were started before the change in leadership.

II. Chief Diversity Officer/UDC Plan

Chela has been meeting with the UDC Executive Team to learn what initiatives were in the works. The Executive Team consists of:

- Chela Mendoza Patterson
- Tray Robinson
- Michelle Morris
- Sara Cooper
- Kate Post
- Mimi Koh – Admin. Support
- Donna Humphrey – Admin. Support

The UDC Charge was revised in spring 2019 and matches well with the President's Strategic Priority of Equity, Diversity and Inclusion that she announced at the beginning of the 2019 – 2020 Academic Year.

Chela gave a brief history of the diversity and inclusion work that has been happening on campus. She suggested that as a team, everyone keep chipping away at the challenges on campus in order to create change.

III. Work Group Updates – Some of the highlights are listed below.

▪ **Increase Workforce Diversity and Funding**

Members: *Michelle Morris, Evanne O' Donnell, Teresita Curiel, Annabel Grimm, Dylan Saake, Cecilia Santillan-Robles, Trevor Guthrie*

Michelle Morris reported that this work group previously worked on making it mandatory for all faculty that serve on a search committees to attend the Avoiding Bias in Hiring training. It is now mandatory for chairs and hiring managers on staff hiring committees to attend the training.

This work group is currently working on how to attract more diverse candidates for faculty and staff positions.

- **Social Justice, Diversity and Inclusion in Curriculum**

Members: *Sara Cooper, Eddie Vela, Chiara Ferrari, Sara Trechter*

Chiara Ferrari reported that KPI 6.1, Compile and maintain updated list of Chico State diversity and inclusion/social justice curriculum and faculty involved is currently in progress.

This group is currently collaborating with the Tipping Point Summit Committee to provide diversity training on campus and look at the pipeline and when it's inserted.

- **Campus Climate Considerations**

Members: *Tray Robinson, Chela Mendoza Patterson, Kaitlyn Baumgartner Lee, Malcolm J. McLemore, Matthew Miller, Rachel McBride- Praetorius, Krystal Tonga*

Tray Robinson reported that this work group has been inventorying what current surveys exist on campus to see if diversity is reflected.

The work group will conduct a cultural audit by looking at diversity related space on campus, and met with the space allocation committee to learn about the process of naming spaces after people who have been involved in diversity and inclusion.

- **Annual Diversity Report and Campus Climate Considerations**

Members: *Kate Post, Tray Robinson*

It was announced that this work group is down to two members, if anyone is interested in being part of this workgroup, please contact Kate Post. Sara Trechter said she would be interested, and would like to serve on this work group.

Did you know emails will continue to be sent to Faculty and Staff.

IV. **Announcements**

- **UDC Website** – The website is currently being updated and given a new look.
- **Hispanic Heritage Month** - There are four more events scheduled for Hispanic Heritage Month.
- **CODI – Richie Reseda – September 25 | Noon | BMU 210** – Richie Reseda will be talking about Mass Incarceration at the Conversations on Diversity and Inclusion and speaking in Dr. Nandy Crosby’s class in the afternoon.
- **Tarana Burke – October 29 | 7:30 p.m. | Laxson Auditorium** – Students can attend free, but they need to pick up the tickets.
- **Senate Resolution on student equity** – The Resolution on student equity is attached to this meeting agenda.
- **Remaining Fall Meetings**
 - October 22 from 3 p.m – 4:30 p.m. at Kendall Hall, room 207
 - November 22 from 11a.m. – 1 p.m. at Kendall Hall, room 207
 - December 13 from noon – 2 p.m. – at BMU 210