

**Minutes of the University Diversity Council Meeting**  
**May 2, 2017**  
**8:30-10:00 a.m., BMU 210**

**Present:** CC Carter, Sara Cooper, Teresita Curiel, Dylan Gray, Gayle Hutchinson, James Luyirika-Sewagudde Jr., Chela Mendoza Patterson, Matthew Miller, Michelle Morris, Melanie O'Connor, Kate Post, Tray Robinson, Dylan Saake, Eddie Vela

**Absent:** Alexis Butcher, Betsy Boyd, Pedro Douglas, Evanne O'Donnell, Michael Pratt, Jerad Prevost, Paula Selvester

**Guests:** Brooke Banks, Sharon Barrios, Carrie Goodeill, Annabel Grimm

**I. Approve March 7, 2017 UDC Minutes**

D. Saake made the motion to approve the minutes, T. Robinson seconded, and the motion carried.

**II. Academic Affairs Diversity Committee Report**

S. Barrios reported that the Committee aims to support the UDC and other campus diversity efforts. Discussions to date have focused on the recruitment of diverse faculty and staff, providing retention support, and reforming the RTP process to ensure both standardization and flexibility. The Committee views diversity as core to the academy's mission. G. Hutchinson voiced her support for expanding the Avoiding Bias in Hiring training to all members of faculty search committee members as well as her commitment to the teacher/scholar model and increased recognition for service efforts of faculty. Discussion ensued regarding alternative weighting for scholarship, teaching and service in the RTP process, as well as the need to bridge the work of colleagues in the divisions of Student Affairs and Academic Affairs.

**III. Student Affairs Diversity Committee Report**

C. Goodeill reported on the priorities of the Committee which include: an emphasis on diversity in hiring, including widespread posting of job ads and inclusive language in announcements; addressing campus culture and salary; retention efforts related to professional development opportunities; and development of a SA peer mentoring program and diversity orientation for new employees. She also discussed the annual SA Diversity Poster Session and the need to audit spaces for inclusion, to continue communicating diversity and inclusion as central to the mission of the division, and to expand collaboration between units and across divisions. Goodeill identified time, money, buy-in and engagement as key challenges to these efforts. G. Hutchinson committed institutional support for mentor training.

**IV. Business and Finance Diversity Committee Report**

A. Grimm reported that the Committee was formed in February and eight members across departments received appointment letters and have committed to participating in the Diversity Certificate program. The Committee is focused on developing a Diversity Statement for the division and determining its goals and objectives. T. Robinson will facilitate a diversity training for the committee.

**V. University Advancement Diversity Committee Report**

K. Post reported that Committee members have been identified and will convene their first meeting in June. She was invited to attend the other division Committee meetings to learn more about their formation and processes to date. Initial Committee priorities may include engaging alumni, collecting diversity related data, and assessing recruitment practices in the division.

#### **VI. Associated Students Report**

D. Gray reported on the AS diversity related efforts including: increasing student engagement; examining internal processes to better reflect student needs; BMU space considerations; determining the impact of rising tuition; following-up on the Student Voices report; addressing town-gown relationships; and assessing Wildcat Sync as a communication mechanism.

#### **VII. Hispanic-Serving Institution (HSI) Updates**

T. Curiel reported that the fourth HSI Faculty Learning Community (FLC) was near completion and that the College of Communication and Education (CME) would facilitate future inclusive pedagogy and professional learning (across divisions) FLCs. Curiel also reported that CME submitted a Title V grant focused on strengthening the teacher pipeline in collaboration with several departments and units including MCGS, as well as Butte College. Other efforts include working more closely with the Graduation Initiative 2025 team on closing the achievement gap; opening of the campus Dream Center; the Latinx commencement celebration scheduled for May 20, 2017; expansion of the Spanish Language Summer Orientation; and continued collaboration with units across campus. T. Curiel emphasized the need for sustainability of HSI efforts, which includes institutionalization of the HSI lead position.

#### **VIII. UDC ET Updates**

M. Morris reported that further roll out of the Avoiding Bias in Hiring training is being planned. She noted that she will be on sabbatical in fall 2017 and will send a draft of the UDC Year End Report for member feedback by the end of June. In addition, S. Cooper will send a draft response to the CSU Task Force on the Advancement of Ethnic Studies Report to the UDC for its feedback and approval. T. Robinson reported that an on-line student diversity training is planned for spring 2018. He thanked everyone for their service on the UDC this past year.