

University Diversity Council
October 6, 2018
Meeting Summary

Present: Milton Lang (Chair), Kaitlyn Bumgartner Lee, Sara Cooper, Teresita Curiel, Annabel Grimm, Donna Humphrey, Mimi Koh, James Luyirika-Sewagudde Jr, Rachel McBride, Evanne O'Donnell, Chela Mendoza Patterson, Kate Post, Tray Robinson, Dylan Saake, Eddie Vela, Jed Wyrick

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

Introductions

As this was Dr. Milton Lang's first UDC meeting as Chair, the meeting opened with self-introductions. Dr. Lang provided his perspectives of what he has learned about the state of diversity and inclusion since his return to campus as Vice President for Student Affairs, nine months ago. 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.

When asked if there were any noticeable shifts that stood out to him while driving the diversity and inclusion efforts at Washington State. Dr. Lang state 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.

UDC Charge

The committee reviewed the current UDC Charge and recommended various edits. The Charge will be revisited and presented with committee recommended revisions at the next meeting.

KPI (Key Performance Indicators)

Dr. Lang asked the committee to review current list of priorities to see if they are still relevant, and for any additions. This topic to be reviewed and discussed further at upcoming meetings.

The committee reflected on the diversity summit that took place in 2018, in which they felt was a phenomenal event. Some notable outcomes from the event were to 1) develop more relationships across campus, 2) develop priorities to bring back and work on, 3) how to move forward as a community. All agreed that communication truly is key with agreement that the campus is disjointed and disconnected at time. Some statements made were that: we must think about the infrastructure that helps to bring us together; there has been extraordinary work done, but they are not being communicated out; we need to work on being more transparent.