

University Diversity Council
December 18, 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, Malcolm McLemore, Chela Mendoza Patterson, Katie Peterson Kate Post, Tray Robinson, Dylan Saake, Eddie Vela, Jed Wyrick

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

Guest: Stephen Cummins

Inclusion of Diversity into Campus-wide Events

Special guest Stephen Cummins from University Public Engagement, was invited to meet with the UDC to discuss developing a partnership in regards to bringing more diverse programming to Chico Performances, National Public Radio affiliate north state Public Radio and commencement ceremonies. Stephen explained that his office is currently working on the 2019/2020 for Chico Performances, his office takes care of all of the behind the scenes work (negotiations, fees, travel and accommodations for artists/performers...).

The staff discussed the possibility of reinstating the President's Diversity Speaker Series that has been discontinued for quite some time now. A short list of possible speakers for the fall semester will be sent to Stephen to consider.

There was some discussion about commencement and the availability of housing accommodations after the CAMP Fire. This situation is being closely monitored and there seems to be no foreseen issues.

The committee reviewed the updated UDC Charge and more suggestive edits were presented which will be incorporated and presented at the next meeting.

UDC Charge

The UDC members reviewed the updated charge and agreed that further edits needed to be made. They agreed to include language that incorporates diversity as the fundamental center and core function of the academy; social justice and curricular issues; aligning the charge with came out of the summit; equality and equity; and inclusivity. Some members felt that listing identities in the charge may cause someone to feel left out so this part should be referenced in general terms that incorporates all identities.

Updates

STAR Center: The committee discussed the STAR (Student Transition and Retention) Center which is in the works. The Center will assist students that are 1st Generation and not in a formal program, and focus on academic achievement, which differs from CCLC. CCLC focuses on giving students a sense of community and preparing them to be leaders.

GI 2025: These funds went toward the STAR Center, hiring an Assistant Director for the CCLC, funding an ASA in EOP, a half time Admissions Specialist, and a half time student learning tutor. The funds were also used for financial aid and accessibility software.

Student Council on Campus Climate: After his meeting with students in the CCLC, Dr. Lang created the Student Council on Campus Climate to help give students the voice they felt was lacking on campus. Having a student council on campus climate will help students feel heard. Chela will lead the board while Dr. Lang provided oversight of the council. Chela announced that the applications for this council can be found on ORG SYNC. Dr. Lang encouraged members to get the application information out to students who may be interested.

Avoiding Bias in Hiring & Training for Staff

This training is mandatory for faculty that serve on search committees, but not mandatory for staff.

Datapoints and Staff Diversity Profile

The committee agreed that there is a lot of work to do, but great opportunity, to diversity faculty and staff here at Chico State. Datapoints were provided to show different ethnic groups belonging to staff and faculty, however, Dylan Saake explained that data can be inaccurate because this information is based on self-reporting, and the best and most consistent data on faculty and staff demographics is through IPEDS.