

## University Diversity Council Meeting Summary

December 13, 2019

BMU 210

- **Welcome & Announcements**

Tray Robinson and Michelle Morris welcomed everyone from the UDC Membership and the All Division Diversity Committees to the end of year UDC meeting, and introduced the agenda items.

### **Vice President of Student Affairs and Chief Diversity Officer Search**

It was announced the VPSA and CDO search is currently underway, applications will be reviewed soon.

### **Spring free speech trainings**

There was a discussion about the demonstration that took place in the Gauntlet. After the demonstration and some of the repercussions among demonstrators, students want to know what is legal and how to move forward. Mary Wallmark will be offering First Amendment Rights workshops. The Office of Diversity and Inclusion hosted a webinar about the upcoming 2020 Presidential race. The 2020 Presidential Elections: Prepare for Passionate Disagreement & Perceived Acts of Bias & Insensitivity on Campus - webinar was on December 10<sup>th</sup> from 11 – 12:30 p.m. in Colusa. Tray has access to the PowerPoint and video if folks are interested.

### **Professor of Multicultural & Gender Studies search**

Currently reviewing CV's for a tenure track position in MCGS, looking for someone that has an emphasis on African American or Native Studies.

### **Theatre Division initiatives**

Matthew Miller is the Interim Assistant Chair of the Music and Theater Department, he reported that the Theater Department is a safe place and he wants to make sure students are aware. The Theatre and Music Department want to collaborate with other departments to put together short vignettes about diversity, inclusion and equity, which students can relate to.

“In the Heights” will be the spring musical. Lin-Manuel Miranda wrote the lyrics, the same person who wrote and starred in “Hamilton”. This musical is bi-lingual.

- **UDC Workgroup Updates**

### **Increase Workforce Diversity and Funding**

Michelle Morris acknowledged the members of this work group and its collaboration with OPAL. This group reexamined KPI's and set new goals in line with the University Strategic Plan priorities. The Avoiding Bias in Hiring training is now mandatory for faculty serving on search committees, the hiring manager and chair on the staff searches.

### **Campus Climate Considerations**

Tray Robinson acknowledged the members of this work group. There was a brief explanation and update on the Campus Pride Index. Currently there is no process for space allocations in regards to Diversity and Inclusion.

### **Social Justice, Diversity & Inclusion in the Curriculum**

Tray Robinson gave the update for Dr. Sara Cooper who was unable to attend this meeting. It was reported that Sara created an equity score card rubric. Rachel and Eddy will present at the Tipping Point Conference. Josh Trout also has a faculty learning community focusing on inclusive pedagogy and other areas of diversity.

### **UDC Communication Plan & Diversity Report**

Kate Post acknowledged the member of this work group. She briefly talked about the Diversity Report and how it is a snapshot of where the University is now. The Diversity Website will be a one stop hub.

- **President's address to the attendees of this meeting**

President Hutchinson talked about the history of diversity work at Chico State and that there have been some steps forward and a few back. She reminded the audience that the University is a Microcosm of the world today and to keep focused. President Hutchinson talked about the Strategic Plan Priority: Equity, Diversity and Inclusion.

- **Associated Students Updates**

The Associated Student Representatives had to leave, so Katie Peterson gave the update. The Associated Students developed a resolution regarding Hate Speech because of the incidents that have happened over the past couple of years.

- **Division Diversity Committee Updates**

#### **Academic Affairs**

Sharon Barrios gave a brief update about the Academic Affairs Diversity Committee and about the Title V grant.

#### **University Advancement**

Ashley Gebb gave an update about encouraging employees to finish Avoiding Bias in Hiring training. Alumni and Parent Engagement is currently working with Chico State's Athletic Department to facilitate programs that celebrate diverse athletes, and also working on diversifying the Alumni Board.

#### **Business and Finance**

There was no update for the Business and Finance Diversity Committee.

#### **Student Affairs**

Tray Robinson mentioned that departments and offices are working on their diversity goals for the 2019 – 2020 academic school year.