University Diversity Council
Workgroup Highlights

May 16, 2022
Diversity Asks
• WHO is in the room?

Inclusion Asks
• Have everyone’s ideas been heard?

Equity Asks
• Who is trying to get in the room but can’t?

Justice Asks
• Whose ideas won’t be taken as seriously because they aren’t in the majority?

Centering the voices and experiences of those who have been historically and systemically marginalized

Adapted from Language of Appeasement, Inside Higher Ed
UDC Members

**Academic Affairs**
- Annie Adamian
- Paul Bailey
- Susan Green
- Jennifer Gruber
- Brian Oppy
- Marianne Paiva
- Eddie Vela

**Business and Finance**
- Dylan Saake

**Information Technology**
- Andy Miller

**Student Affairs**
- Kaitlyn Baumgartner Lee
- Teresita Curiel
- Malcolm J McLemore
- Cecilia Santillan-Robles

**University Advancement**
- Tami Adams
- Kate Post

**Students**
- Melvin Quezada Haro
- Duncan Young

**President’s Office**
- Rachel McBride-Praetorius
- Michelle Morris
- Yvette Zúñiga
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<th>UDC Priority</th>
<th>Key Performance Indicators</th>
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| 1. Increase Workforce Diversity                  | **KPI 1.1** Recommend that vice presidents and deans reflect on demographic data for their division/college, and report goals, strategies, and evidence of progress toward recruiting and retaining diverse faculty and staff by May 1; include findings in Seal of Excelencia application.  
**KPI 1.2** Revise the Avoiding Bias in Hiring training based on current needs and best practices.  
**KPI 1.3** Develop and recommend common language and best practices in equity-minded staff evaluations.  
**KPI 1.4** Analyze recruitment diversity data throughout the tenure-track faculty search process for up to 10 previous recruitment cycles. |
| 2. Campus Climate Considerations                 | **KPI 2.1** Partner with [Advancing Equity Action Teams](#) (II A., C. & D.) to assess the Student Engagement Survey results and identify at least three key priority actions. |
| 3. Social Justice, Diversity & Inclusion across the Curriculum | **KPI 3.1** Audit campus allocations and expenditures of monies designated as Ethnic Studies funding.  
**KPI 3.2** Compare expenditures of monies on Ethnic Studies programming used at other CSUs to identify strengths and gaps in programming at Chico State. |
| 4. Equity, Diversity & Inclusion Communication Plan | **KPI 4.1** Create a topic database and outreach plan for the “Did You Know?” campaign; send at least five “Did You Know?” communications by May 31.  
**KPI 4.2** Partner with the Office of Equity, Diversity and Inclusion to revise the [Equity, Diversity & Inclusion website](#) to update content and improve user experience. |
KPI 1.1 reports collected
- Revising Avoiding Bias in Hiring training to Best Practices in Recruitment & Hiring
- Exploring staff EDI performance evaluation and Exit Interview process
- CHRS Page Up demographic data analysis

- Common vacancy ad language highlighting EDI Strategic Priority, HSI designation, and encouraging BIPOC, veterans and those with diverse abilities to apply; bilingual preferred
- EDI HR Recruitment Specialist
- Tenure-Track Faculty Recruitment Steps
- Equity-focused faculty evaluation
- Report a Bias Incident
Campus Climate KPI (2.1)

- Partner with Advancing Equity Action Teams (II A., C. & D.) to assess the Student Engagement Survey results and identify at least three key priority actions
  - Survey was administered for two weeks in February 2022
  - Over 500 students took the survey, with 75% of respondents meeting the reporting category definition for Underrepresented Minority (URM)
  - Results from the survey were shared at the Advancing Equity Retreat on April 12th, 2022
    - [Advancing Equity Action Team Presentation](#)
Campus Climate Workgroup KPI (2.1)

• The key priority actions that the campus climate workgroup chose to focus on are:
  ➢ “Did you know” videos and engagement opportunities for students with underrepresented identities
  ➢ Research the implementation of an anti-racism education like alcohol EDU
  ➢ Opportunities to engage with professors outside of the classroom and office hours
  ➢ Create social engagement opportunities that include families during welcome week and orientation
• All gender restroom access and signage
• Disability as diversity: Neurodiversity Task Force; UDC representation
• CDO Welcome at Summer Orientation sessions
• IR/BITS demographic data considerations
• Stonewall Chico Pride 2022 support
KPI 3.1 Audit campus allocations and expenditures of monies designated as Ethnic Studies funding

• We are able to transparently report on the expenditure of all Ethnic Studies funding across Student Affairs and Academic Affairs

• An end of the fiscal year accounting will be created with monies spent and carried forward

• Highlights include two sponsored Ethnic Studies talks by Nicholas Centino and David Hayes-Bautista
• Ten faculty from the Ethnic Studies Ad Hoc Committee received $1000 professional development funds for extraordinary service in AY 20-21 to meet legislative mandate of AB1460 and Area F; they also received $500 programming money for Ethnic Studies events

• Three African American Studies faculty have been hired, one Asian American/Critical Hmong Studies scholar has been hired, and offers are being made to American Indian Studies candidates during finals week

• Announcements have been created for an ASA position in MCGS for support of Ethnic Studies
**KPI 3.2** Compare expenditures of monies on Ethnic Studies programming used at other CSUs to identify strengths and gaps in programming at Chico State.

- We can compare to less than half of the CSU campuses in the system.
- Transparency and accountability are not universal across the system. Several larger CSU campuses are NOT using Ethnic Studies monies for faculty hires, the expectation being that hires are the normal responsibility of the institution and would be added with FTE growth expectant in a department like MCGS. This warrants further conversation as we continue to examine this year's Affirmative Action Plan from OAPL and Dylan Saake.
UDC Workgroup 4: EDI Communications

KPI 4.1
Create a topic database and outreach plan for the “Did You Know?” campaign; send at least five “Did You Know?” communications by May 31.

- Created a digital database of historical and future topics, categorized by date and by theme.
- 6 “Did You Know” emails sent to employees by 5/31
- 2 additional topics scheduled for June
UDC Workgroup 4: EDI Communications

KPI 4.2
Partner with the Office of Equity, Diversity and Inclusion to revise the Equity, Diversity & Inclusion website to update content and improve user experience.

- Removed lots of outdated content
- Updated events widget automatically feeds from the Campus Calendar; improved Inclusive Events Page
- Updated stats on the Data and Demographics page
- Improved visibility of disability-related resources
- Summer plans to overhaul diversity resource guides, improve accessibility, reduce site “bloat”
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- CDO Welcome in Admissions packet
- EDI Alumni Association Webinar
Rebuilding the Office of EDI

• *Chico State Values Diversity ➔ You Belong Here*

• Enhanced Faculty & Staff Association (affinity group) support to address BIPOC taxation

• (Re)developing campus partnerships to leverage EDI expertise and resources