

# UNIVERSITY DIVERSITY COUNCIL MEETING SUMMARY

OCTOBER 26, 2022 2:00– 3:15PM, VIA ZOOM

**Participants:** Tami Adams, Autumn Alaniz-Wiggins, Sharon Barrios, Cirilo Cortez, Teresita Curiel, Susan Green, Jennifer Gruber, Rachel McBride-Praetorius, Michelle Morris, Kate Post, Dylan Saake, Cecilia Santillan-Robles, Seema Sehrawat, Gina Sims, Yvette Zúñiga

## 1. Welcome & Introductions

## 2. Announcements

- [Chief Diversity Officer finalist campus visits](#) October 25—November 10, 2022
- Gina Sims is moving to the Career Center November 1, 2022
- Office Coordinator position for the Office of EDI to be announced soon

## 3. 2022-2023 Priorities and Key Performance Indicators (KPI)

Workgroups will finalize their KPIs via email before the November UDC meeting. Ideas include:

- Increase Workforce Diversity
  - This year's emphasis will be on the retention of diverse employees, and beyond simply retention, how do we create an environment where people thrive in their careers here?
  - Consider how we identify and compensate bilingual skills in Spanish, Hmong, and ASL (other languages as well depending on position) to support student success. Important to also assess cultural competence/consciousness.
  - S. Woodward will be sharing a draft compensation policy for Spanish/Hmong speaking employees with the President's Cabinet soon.
- Campus Climate Considerations
  - Will use upcoming employee campus climate survey (including student employees) to identify EDI related concerns and needs. EDI questions related to cultural taxation have been added.
  - Plan for a Request for Proposal (RFP) to commission a public art piece for campus reflecting the values of Equity, Diversity and Inclusion.
  - A lot of attention has been focused on recruiting diverse employees, but not much on mentoring BIPOC faculty and staff once they are here. Discussion ensued regarding how can we do better. Potential for a KPI in this and/or the Increase Workforce Diversity workgroup this year.
- Justice, Equity, Diversity, and Inclusion in Instruction and Scholarship
  - Need to develop a protocol for faculty experiencing microaggressions in the classroom. Need training for white allies/co-conspirators to support BIPOC employees in and outside of the classroom.
- Equity, Diversity and Inclusion Communication Plan
  - Goal of sending 15 Did You Know emails over the course of the year.

## 4. Free Speech and Campus Safety Discussion

- There was a robust discussion regarding what is happening on our campus right now. With the general lack of civility in public discourse and an increasingly polarized nation, midterm elections

looming, and 2024 presidential election cycle after that, we might expect these tensions to play out on campus and in the larger community. Indeed, recent incidents of racist and antisemitic slurs being shouted on campus and in the community are deeply disturbing. The new Ethnic Studies requirement may also contribute to push back.

- Students note the racial stress of attending a primarily white institution (PWI), experiencing racist incidents coming from other students, with much of it happening off-campus. Need to consider town-gown relationship, not just campus. This is an issue every year with Cesar Chavez Day. While free speech is protected, we do have [Standards for Student Conduct](#). With many students being away from campus during the COVID-19 pandemic, and turnover of employees, it may be time to raise awareness of resources that are available, possibly through the Did You Know email mechanism.
- Title IX is being inundated with calls, and this is happening throughout the CSU system. We haven't had ability to shape culture of campus for the last two years. As a state-funded institution we have constraints beyond private institutions and there is often frustration regarding what we can't do. However, D. Saake shared examples from Fresno State and UC Santa Cruz that suggest utilizing the student code of conduct, we can focus on the behavior/action of an individual, irrespective of the speech used. In addition, the University has a First Amendment right as well, and can speak up to express its values and address conduct.
- The President's Cabinet is also engaged in these conversations. The book, *Free Speech on Campus* by E. Chemerinsky was recommended. M. Morris will order copies for UDC members.
- The Campus Activity Response Team (CART) also recognizes the need to include Chico community partners in this work. CART members advocate for safety and free speech, and are able to support planned events on campus. Plans include offering a Free Speech Facilitator Program. C. Cortez or M. Wallmark can provide more information. There is also a Free Speech Ambassador training tomorrow.
- [EM 20-006 Time, Place, and Manner of Expression Policy](#) is an additional resource. Differentiating between hate incidents and hate crimes is important. Resources to [Report an Incident](#) are available. Additional policies that were developed pre-pandemic may need to be revised to reflect current issues on campus. Using the model in place for intimate partner violence/sexual assault survivors, the needs of survivors of identity based harm and intergenerational trauma should be addressed, potentially using a restorative justice approach and employing a racial trauma specialist.

### **Current and Upcoming Events**

- [Antiracism Speaker Series 2022-2023](#) hosted by the School of Education
- [COEDI – Conversations on Equity, Diversity and Inclusion 2022-2023 schedule](#)
- [Trans Day of Remembrance](#) November 20, 2022

### **Remaining Fall 2022 UDC Meeting Dates**

November 16, 2022, 2:00-3:15 p.m. - [Zoom meeting](#)

December 14, 2022, 2:00-3:15 p.m., in-person meeting with [Zoom option](#)