

Minutes of the University Diversity Council (UDC) Meeting
October 23, 2014
2:00-3:00 p.m., Kendall 103

Present: Charles Carter, Wenshu Lee, Frank Li, Chela Mendoza Patterson,
Michelle Morris, Candy Pahua, Tray Robinson, Dylan Saake, Eddie Vela, Jordan Walsh
Paul Zingg

Absent: Pedro Douglas, Paula Selvester, Joe Wills

Guest: Susan Elrod

I. Review/Approve September 17, 2014 UDC Minutes

A motion was made to approve the minutes as written, motion was seconded, and the minutes were approved.

II. Closing the Achievement Gap

Paul provided the UDC with data from a recent meeting at the Chancellor's Office related to the Graduation Initiative 2025 as well as Chico State Transfer URM/non-URM and Freshman URM/Non-URM 2, 4 and 6-year graduation rates. These handouts were distributed to UDC members not in attendance following the meeting. Paul indicated that his spring convocation will focus on these issues and outline goals related to closing the achievement gap to less than or equal to three percent. He will include frank remarks indicating that all students deserve to be here and deserve our support. The Education Trust is a valuable resource as the UDC moves forward. Paul welcomed UDC input regarding content for his spring convocation.

Discussion regarding changing student needs ensued. Non-EOP, second generation college students have a higher skill set yet may still need support. EOP serves 1200 students, where do non-EOP students seek support?

Interim Provost Susan Elrod joined the meeting. Paul introduced Susan and highlighted her career achievements related to increasing faculty diversity and URM STEM initiatives. UDC members introduced themselves and Susan indicated her interest in engaging with the UDC efforts.

III. UDC ET updates

- A. CAD and College of Natural Sciences ET visits
- B. Humboldt State visit planned for unconscious bias in hiring training
- C. Ford Foundation Fellows and HACU conferences
- D. ASC Hiring update
- E. UDC website update

An overview of campus and national meetings attended by the UDC ET members was provided. Future meetings within the CSU were also outlined. The Office of Diversity and Inclusion ASC, Donna Smith, will be starting in two weeks. She will also support UDC efforts. UDC members will have an opportunity to review and edit verbiage for the UDC website.

IV. 2011-2016 Diversity Action Plan

- A. Objectives met and outstanding
- B. Planning for 2016 DAP

The DAP includes indicators from all units except Business and Finance. Former CDO, Tracy Butts, was responsible for obtaining the initial plans. Moving forward, an annual scorecard, similar to Humboldt State, may be useful for gauging progress. The UDC will collaborate with Academic Affairs and Advancement as our work lends itself to fundraising. There is a need to reenergize the campus community regarding the DAP to address resistance, get buy in, and move forward in designing the next plan due in 2016. Examples of units/divisions/departments with exemplary plans and demonstrated best practices should be shared with the campus. The need for cross cultural communication, attitude change, and a critical mass of diversity champions was discussed. What does it mean to be a majority minority institution?

V. Revise/Add to UDC Priorities

Closing the achievement gap between URM and non-URM 4 and 6-year graduation rates will be added as a 7th UDC priority.

VI. Next UDC meeting—working groups to discuss 6 (+) UDC priority areas
Scheduling a half-day UDC strategic planning retreat was suggested. Future UDC meetings should be working meetings and be scheduled for an hour and a half. UDC subcommittees can meet in between general meetings.

Meeting adjourned at 3:10