

# Minutes of the University Diversity Council Meeting

December 12, 2014

10:00-11:30 am, SELV 100

**Present:** Charles Carter, Wenshu Lee, Frank Li, Michelle Morris, Candy Pahua, Travon Robinson, Dylan Saake, Paula Selvester, Eddie Vela, Jordan Walsh, Joe Wills, Anita Zamora, Paul Zingg, plus guest: Ann Schulte

**Absent:** Chela Patterson, Pedro Douglas

## Opening

President Zingg opened the meeting by discussing the funding target for this upcoming year. Even though our campus was over our funding target, we are still striving to offer access and affordability to all students. The goal is to admit qualified students as early as possible and to continue working with our partner schools. We are approaching 2,000 applications from our partner schools for fall 2015.

CC Carter made the motion to approve the October 23, 2014 meeting minutes; President Zingg seconded the motion. The motion passed unanimously.

Wenshu Lee made the motion to approve the November 7, 2014 retreat minutes; Eddie Vela seconded the motion. The motion passed unanimously.

### I. A. Division/Unit Executive Team (ET) Visits

Wenshu Lee reported that the ET has met several groups including College Deans group, Academic Senate, Student Affairs, Business and Finance, and Graduation Initiative and Academic Planning Committees (APC). Additional meetings have been scheduled for the spring.

### B. Humboldt State Unconscious Bias in Hiring Training

Michelle will travel to Humboldt State with Tami Toon and Sheryl Woodward to participate in their training and meet with others involved in diversity efforts on campus. Humboldt State has one of the most integrated programs, and that Human Resources and Academic Personnel have been moved into the President's Office. There was discussion about Humboldt State's Diversity Initiative. It is important to find out how their efforts have impacted the number and experience of diverse students, staff and faculty. We should look to other successful campuses as well. In November Michelle met with UC Davis administrators to discuss their successful grant funded efforts to increase faculty diversity. President Zingg brought up Michigan State as an

example as they have a program that tracks underrepresented Graduate Students and assists with job placement.

### **C. UDC website/Dashboard/Blackboard Learn Update**

A link to the University Diversity Council website will be sent to everyone. The page will include all of the names of the UDC Executive Team and members. The UDC priorities and KPI's will be listed. The UDC Meeting Agendas and Minutes will be available on the website along with other UDC resources. Michelle reviewed the draft language for the UDC homepage and all at the meeting approved the content.

It was agreed that using Blackboard Learn would be the most efficient way to get agendas and minutes out to the UDC and for working groups to post their materials.

Eddie Vela and Tray Robinson will work together to set up Blackboard for the UDC. Donna Smith will email Eddie Vela and cc Tray Robinson a list and emails of all the UDC members.

## **II. Discuss/Approve Key Performance Indicators (KPIs) for UDC Priorities**

At the retreat held on November 7, UDC members formed three work groups focused on two Priority areas each and developed KPIs for them. It was agreed that the group membership will stay the same in spring 2015 to set respective group goals and move the Priorities forward. All UDC members can provide feedback on all of the Priorities, but each Priority needs a few champions to take the lead.

Michelle, Wenshu and Tray met with APC and shared the UDC's Priorities and KPIs. There is common ground between the groups and opportunities for collaboration were identified.

Paul reiterated that resources will be made available to advance UDC Priorities.

## **III. Discuss/Approve UDC KPIs**

The UDC KPIs were discussed and approved. Discussion ensued about the importance of collaborating with groups on campus and other campuses doing this work. In addition, as mentioned previously, the UDC should engage community partners, e.g., Chico PD, as we move forward. Working groups will identify other Chico State individuals to bring into the discussion this coming spring. Documentation regarding partners approached, meetings held, and outcomes achieved is expected.

One of the students asked, "Are we reaching students?" One suggestion to keep students in the loop is to have weekly and monthly communication with AS Officers and the larger student body. Information needs to be accessible to students. Collaboration with other campus groups e.g., GSEC (Gender & Sexuality Equity Center), CCLC (Cross – Cultural Leadership Center) and MEChA (Movimiento Estudiantil Chicano de Aztlan) who directly work with students will also be useful.

Communicating to the campus and beyond the UDC's agenda and progress is imperative. Email communication to the campus from President Zingg to announce UDC membership and goals (KPI's) as well as UDC website and Campus Announcement were recommended.

UDC members will attend regional and national Diversity conferences so that information can be brought back to the group. Ann Schulte mentioned a meeting that will happen on campus in fall 2015 and will follow up with an email. Michelle Morris provided background on a new campus group, Professionals of Color Coalition (POCC) and will send more information via email.

#### **IV. Spring 2015 Action Items**

Subcommittee work groups- The three retreat work groups will move forward with their Priorities and KPI's.

Beginning in spring 2015, the UDC will have two standing meetings each month. One for the committee as a whole, the other for UDC work groups to meet and make substantive progress on their respective Priorities. A Doodle Poll will be sent to the membership to determine Friday times that work for everyone.

#### **V. UDC Leadership on Chico Response to Current Events**

There have been recent rallies and protests because of the recent deaths in New York and Missouri. This is an opportunity for the University to respond. On Saturday there is a rally in downtown Chico and next week on Wednesday there is a safe space where individuals can talk about the recent deaths of two black men who were killed by police. The question was asked, "What kind of campus are we?" President Zingg answered, "A social justice campus and it's important to be aware of the current debate our students are involved in". As an opportunity to create dialogue regarding these urgent issues, the Executive Team will meet to recommend a protocol for our campus community. CC would like to be involved in these discussions. An update will be provided at the next UDC meeting.

### **Conclusion**

President Zingg concluded the meeting by reminding the UDC that we need to be at the forefront integrating a strong agenda on diversity and inclusion in all that we do. We need to engage campus and community members in these discussions.