

Minutes of the University Diversity Council Meeting

February 6, 2015

3:00-4:30 p.m., Kendall 103

Present: CC Carter, Wenshu Lee, Frank Li, Candy Pahua, Chela Patterson, Tray Robinson, Dylan Saake, Paula Selvester, Joe Wills

Absent: Michelle Morris, Eddie Vela, Jordan Walsh, Anita Zamora, Paul Zingg

Guests: Tami Toon & Sheryl Woodward

I. Joe Wills made the motion to approve the December 12, 2014 meeting minutes; Dylan Saake seconded the motion. Chela Patterson abstained and the motion passed unanimously.

II. UDC Updates

A. Faculty Diversity Task Force (KPI 4)

Events happening in the past couple of weeks brought to the forefront that a lack of faculty diversity has remained the same for the past 10 years. The faculty remains about 80% Caucasian. We need to make changes systematically. Wenshu was asked to work with a committee to brainstorm and bring recommendations to the Interim Provost and President.

The faculty pool of candidates may be diverse, but they are often screened out. There was a suggestion that there be a mechanism in place to have a diversity and inclusion person on the committee and raise questions as why someone has been screened out. This conversation has been brought up repeatedly over the years, but not much is being done. It was mentioned that by the time we are systematically ready for this hiring cycle, we will have missed the opportunity. It was recommended that concrete actions be implemented. For example, perhaps the President/cabinet can set money aside and if there are two candidates equally qualified (e.g., one under-represented, one not) that both are hired. It was also brought up that even if faculty of color are being recruited, their retention is problematic. We must consider what other schools are willing to offer in terms of salary, benefits and professional development opportunities.

The question was asked if everyone felt comfortable making the UDC a committee that addresses increasing faculty diversity. It needs to be formal to go on the record. The UDC will bring this to the Executive Committee and the Academic Senate. The UDC will brainstorm and provide concrete recommendations to the President/Interim Provost, and will also engage Deans, Chairs, Executive Committee and Academic Senate.

One of the critical things we must do is gather data from people of color who chose not to come here or faculty who we are unable to retain. From the initial interview and throughout the RTP process, faculty of color should be offered mentors to increase their chances of success. The UDC is the group with the commitment and is in a position to act on these issues. The time is now. We need the support of chairs and deans and opportunities for campus partners to be heard. How do we reward people that are doing the right thing regarding diversity?

Women Leadership Roundtables- Tabled until the next meeting.

B. Spring Convocation (KPI 3)

President Zingg indicated he was going to incorporate Diversity & Inclusion as a plank in the next Strategic Plan.

C. UDC Leadership on Chico response to current events

Tray sent out communications to other Diversity Offices and asked how they respond to events that occur within their communities. Cal State Long Beach and one other school responded back. Cal State Long Beach has an informal process, their Title IX person has an initial dialogue with involved parties right away. Tray will make a recommendation for Chico State's process after he hears back from other campuses.

D. January 28 POCC Forum

There was a conversation regarding Ferguson offered by the Professionals of Color Coalition for staff and faculty. It was productive for the 20 who attended and future conversations are likely. Concern was raised that those who attend these conversations are usually the same people. It may also be that administrative support personnel may not have the ability to attend a forum like this because of work restrictions on their time.

III. HSU Unconscious Bias Training (KPI 4)

Tami Toon, Sheryl Woodward and Michelle Morris traveled to Humboldt State to meet with the President and participate in the Unconscious Bias Training. Michelle, Tami and Sheryl met with the President and the energy around and commitment to diversity was palpable. As an example of commitment starting at the top, HSU was in the middle of a faculty recruitment and not everyone on the hiring committee had gone through the training, so the recruitment was cancelled.

Tami, Sheryl and Michelle participated in the two-hour training for Unconscious Bias, which included staff, faculty and administrators. The Office of Diversity and Inclusion

provides a facilitator for the training. The three stages of the recruitment process (i.e., screening, interview, reference check) are addressed. It is mandatory for all who serve on a search committee. At Chico State we will need to engage the union in order to move forward. In addition, HR makes sure there is a diverse pool of candidates prior to releasing files to the committee. If it's not diverse enough they will suggest that they go back to the department and advertise in other places and reopen recruitment.

The HSU President believes that this program is working well. However, student diversity is still an issue. They have a comprehensive report online, but they have not been doing it long enough to talk change in numbers. They are however, clearly changing their culture and it's going to be known throughout the system that they are committed to diversity at all levels. The training builds awareness and encourages open conversations about the biases we all hold. HSU provided step by step plans for us to move forward. They were welcoming and very generous in sharing resources. Since we are hiring 56 new faculty this semester we need make sure we don't miss this opportunity. Commitment from the top is necessary.

Tray suggested that the training activity be tabled for the next meeting because of time.

IV. Spring 2015 Action Items

A. Subcommittee working groups and Confirm Meeting Dates

Meet every other week, next week will be the sub-committee work group. The large group meetings will be on the second Friday of the month, 3:00-4:30 pm.

B. Survey

Joe Wills will represent the UDC on the committee developing the campus climate survey.

C. Academic Plan

Wenshu asked that each working group take a look at the draft Academic Plan and let her know if they have any suggestions. The Office of Diversity budget and movement towards diverse faculty hires will be discussed at the next UDC meeting.