

## Minutes of the University Diversity Council Meeting

March 13, 2015

3:00-4:30 p.m., SELV 100

**Present:** Frank Li, Michelle Morris, Chela Patterson, Tray Robinson, Dylan Saake, Paula Selvester, Joe Wills

**Absent:** C C C a r t e r , Pedro Douglas, Wenshu Lee, Candy Pahua, Eddie Vela, Jordan Walsh, Anita Zamora, Paul Zingg

I. Frank Li made the motion to approve the February 6, 2015 meeting minutes with two edits; Tray Robinson seconded, and the motion carried.

### II. UDC ET updates

**A. Women Leadership Roundtables** Tabled until the next general UDC meeting.

**B. Cesar Chavez Day Events**

An update about Cesar Chavez activities was given.

**C. UDC Leadership on Chico Response to Current Events**

There was a discussion about news of the racist chant by SAE fraternity members Oklahoma. A SAE chapter is not allowed at Chico State.

**Action item** - Invite multicultural Greek advisors, Malcolm McLemore and Amanda Haydon to the next UDC general meeting in order to discuss Greek Life climate and how the UDC might assist efforts to promote diversity and inclusion.

**D. McGriff family/community coalition update**

M. Morris attended the Community Coalition meetings called by Michael Coyle to discuss the Chico High School students who placed a Confederate flag in the lawn of the McGriff family. Approximately fifty people attended the first meeting and fewer attended the second. The group will meet twice a month and mobilize to educate and advocate for respect and dignity for all community members.

**E. UC Davis HSI Summit and Dream Center Proposal**

CA Community College and CSUs attended the Summit. The importance of intentionality was a message repeated often as well as the need to increase faculty diversity on campuses. Chico State attendees visited the UC Davis Dream/AB540 Center and Jordan Walsh will present a proposal for a Chico State Dream Center at a future UDC meeting.

**F. Unconscious Bias Training**

T. Robinson will meet with representatives from AS, Research Foundation, HR and others to discuss unconscious bias training specifically for people who have a pattern of creating a hostile work environment.

This is different from the Humboldt State Strategies for Avoiding Unconscious Bias

in the Hiring Process that Morris, Toon and Woodward participated in and will bring to campus. For both of these efforts, support from the top down is needed to change the culture of the institution.

**G. Feedback on draft UDC update to campus document**

Morris requested feedback by the end of next week. Recommended edits will be incorporated before presenting to President Zingg.

**H. Campus Climate Survey**

Discussion regarding the goals of a survey ensued. There is a university committee working on a campus climate survey and representatives from the UDC will ensure that our priorities are addressed in addition to issues related to morale. The committee is reviewing surveys from MIT and UC Riverside. A previously drafted Chico State campus climate survey that was not administered was also discussed.

**III. Faculty recruitment strategies**

UDC members brainstormed action items for increasing faculty diversity. These included:

1. Require unconscious bias training for all members of hiring committees at every level. Also require training for VPs. Pull searches if these conditions are not met.
2. For all vacancy announcements, include preferred qualification of “demonstrated commitment to diversity and inclusion” or “experience” vs. just “appreciation of” or “awareness of...”
3. Alter department RTP documents to reflect and recognize the importance of diversity and inclusion work (at all levels-teaching, professional growth and achievement, service).
4. If pool of applicants is not diverse, go back to committee and require justification and/or additional efforts/time to secure a more diverse pool.
5. In addition to requirement that all members of search committees complete the unconscious bias training, include a “diversity and inclusion” member on all committees. This could be a non-voting member, and could come from a list of those faculty/staff who have participated in the Diversity Academy or Certificate programs.
6. Increase power of deans to offer competitive packages, hire more than one candidate if this will advance the diversity priorities of the university, or creatively incentivize the hiring of diverse applicants.

**IV. Working group updates & breakout time** Tabled until the next general UDC meeting.