

Minutes of the University Diversity Council (UDC) Meeting
September 17, 2014

Present: Charles Carter, Pedro Douglas, Wenshu Lee, Frank Li, Chela Mendoza Patterson, Michelle Morris, Candy Pahua, Tray Robinson, Dylan Saake, Paula Selvester, Eddie Vela, Joe Wills, Paul Zingg
Absent: Jordan Walsh

I. Welcome & Introductions

President Zingg welcomed the Council and introductions were made. P. Zingg provided background related to the development of the Diversity Action Plan (DAP) and the current need for the UDC. The DAP called for hiring a Chief Diversity Officer (CDO). Tracy Butts served in that role for two years. A national search for a successor CDO failed and after consultation with on and off campus stakeholders, the decision was made to establish the University Diversity Council with P. Zingg serving as chair. Positioning the UDC in the President's office will ensure that its mission will be on his cabinet's agenda and that there will be accountability for implementing the DAP across divisions. This is critical as Chico State approaches Hispanic Serving Institution (HSI) status and aims to increase the enrollment, retention, and graduation of other under represented minority (URM) student groups as well. An Annual Report will be provided formally in coming years.

The UDC Executive Team includes Michelle Morris, Wenshu Lee and Tray Robinson. M. Morris has release time to facilitate faculty engagement with the DAP, including incorporation of diversity and inclusion in the curriculum. Wenshu will focus on faculty recruitment and development, including the Diversity Academy. Tray will focus on the myriad of diversity and inclusion programming with various communities. Closing the achievement gap between URM and non-URM students, as well as diversifying the workforce are critical priorities.

II. UDC Mission & Goals/Priorities

- A. Diversity Action Plan stewardship
- B. HSI status considerations
- C. Consider Diversity and Inclusion as a 7th priority of the Strategic Plan
- D. Annual Report Scorecard
- E. Campus Climate/Inclusivity Survey
- F. Workforce diversity
- G. Others? Feedback?

P. Zingg outlined each of the goals above. Regarding HSI status, we're close and Chico State has an opportunity to lead and inspire other CSU campuses to achieve HSI status. Regarding the Scorecard, while to some extent the work has been done, it needs to be codified and it needs to allow for complete honesty in how we're doing. The Humboldt State Scorecard is a model we can look at. Regarding the campus climate survey, there are other campus and CSU surveys that also relate to morale and inclusivity. These, along with the May, 2014 survey and UDC input, will provide guidance in the development of future Climate/Inclusivity surveys. Regarding workforce diversity, there is much work to be done. This will require significant resolve, buy in, and resources.

Members of the UDC were invited to provide feedback on the goals. It was noted that the campus reputation is on the line. Incoming faculty are predominantly white, and many experienced staff and faculty of color are close to retirement, therefore issues of succession and legacy must be addressed. Accountability related to implementation of the DAP is also needed. The need for concrete planning vs. rhetoric related to diversity issues was also noted. For example, numbers related to new hires and students of color. When Enrollment Management was given numbers, they responded. P. Zingg noted that in his 3-5 year agenda, numbers are there. It was also noted that in order to recruit and retain faculty and staff of color we must offer competitive salaries and opportunities for upward mobility. For example, Student Affairs staff are often training young professionals who are going to leave for better salaries.

P. Zingg stated that we need to clearly inventory and articulate what we have to offer, and what we need to do to recruit and retain a diverse workforce. Our commitment to student success, outreach, mentoring, and the personal touch is unique. How can we do that for faculty and staff as well? Other communities and resources must also be addressed, including the Hmong population. There are currently no tenure track Hmong faculty. These issues are relevant to our work as well as the North State Initiative. In addition, the Multicultural and Gender Studies (MCGS) program needs attention. How might past faculty experiences impact current and future hiring?

The UDC should consider the unit of analysis. Beyond the campus, who and what else will impact/be impacted by students and faculty/staff of color? The Chico City Council, Chico Police Department, and Downtown Business Association should be invited to discuss these issues. We need to create a critical mass. From this group, we may identify and disperse talent to build a more inclusive community. The Strategic Plan states we are the university of the north state. We must therefore consider north state communities such as tribal communities, Hmong, African American, and Sikh. UDC members were thanked for accepting the invitation to serve on the Council and P. Zingg noted that the Interim Provost will be a strong ally in our diversity efforts.

III. UDC Structure & Function

- A. Current UDC membership
- B. UDC ET
- C. Roles
- D. Meetings
- E. Budget
- F. Website and Email address

The UDC will meet monthly, and subcommittees will meet more frequently. Tray, Wenshu and Michelle are meeting weekly. It was noted that good progress on many fronts has been made, and now we need to look at this at the system level. We need to be nimble, ready to respond and to seize opportunities when we see them. In social psychology the concept of emotional contagion may be relevant to our work in galvanizing the campus. People are motivated by and respond to what makes them feel a certain way as much as by rationale. The UDC will communicate with each other, the campus, and larger community through a website and email address.

IV. Chief Diversity Officer search update
Addressed earlier

V. Diversity Action Plan update
Addressed earlier

VI. Office of Diversity & Inclusion move and ASC search update
T. Robinson's office was moved to Kendall 118. M. Morris will also have space there. The Office is hiring a full-time ASC who will also assist in these efforts. Two student assistants are also working in the Office.