

**Minutes of the University Diversity Council Meeting**  
**March 7, 2017**  
**8:30 - 10:00 a.m., Selvester's 100**

**Present:** CC Carter, Sara Cooper, Teresita Curiel, Dylan Gray, Chela Mendoza Patterson, Matthew Miller, Michelle Morris, Evanne O'Donnell, Kate Post, Michael Pratt, Tray Robinson, Dylan Saake, Paula Selvester

**Absent:** Alexis Butcher, Betsy Boyd, Pedro Douglas, Gayle Hutchinson, Melanie O'Connor, James Luyirika-Sewagudde Jr., Jerad Prevost, Eddie Vela

**I. February 7, 2017 UDC Minutes**

D. Saake made the motion to approve the minutes, T. Robinson seconded, and the motion carried. K. Post abstained from the vote, as she was not present at the February 7, 2017 meeting.

**II. UDC ET Updates; HIS Updates; A.S. Updates**

M. Morris announced that the 1<sup>st</sup> Gen Faculty and Staff Association will host a business/business casual clothing drive for 1<sup>st</sup> Gen Students on March 23, 2017. In addition, she plans to meet with Provost Larson to discuss further roll out of the mandatory Unconscious Bias in Hiring training (KPI 4.5).

T. Robinson reported that at the May UDC meeting the division Diversity Committees will be invited to report out on their work this year. In addition, he announced the Student Affairs Poster Session scheduled for April 7, 2017. T. Robinson also noted that at the last Student Affairs Director's Meeting there was a discussion about the lack of knowledge regarding the appropriate use of terms such as Dream students, DACA, and AB540.

T. Robinson and M. Morris are in conversation with a company that provides on-line diversity training for students, faculty, and staff.

T. Curiel reported that she has been working with R. Berner, K. Baumgartner Lee, D. Calandrella, CC Carter, and T. Robinson to develop a student focused Spanish summer orientation.

T. Curiel also clarified that the Latino Graduation is not a commencement, it is a celebration and is not meant to replace University commencement ceremonies. She reported that over 1,000 emails were sent to self-identified Latino graduating students, and approximately 130 graduates can be accommodated.

The Dream Center on campus has been furnished and will soon be hiring student staff. E. Alaniz and the LEAD Students will be facilitating a DREAM Ally Training on March 28, 2017.

T. Curiel also provided brief updates on recent HSI focus groups, the spring HSI FLC, and noted that the Title V Developing HSI RFP is out.

M. Pratt reported that the Student Academic Senate is considering: a resolution regarding Trans rights and bathroom usage; leveraging the Student Voices data collected last year for future efforts; a flag project to express solidarity with the nations affected by President Trump's travel ban; the Facilities Master Plan in regards to accessibility; town-gown relationships relative to Sanctuary City status; and a resolution regarding non-compliance with federal orders having a negative impact on vulnerable students.

### **III. Workgroup 1 Report out and discussion**

T. Robinson reported that G. Hutchinson will provide feedback on the Diversity Annual Report before its dissemination. Based on feedback, M. Morris and T. Robinson will provide monthly UDC updates that members can share with their colleagues. The *Did you know?* announcements can also serve as a vehicle to communicate UDC progress.

### **IV. Workgroup 2 Report out and discussion**

In addition to the HSI updates provided by T. Curiel above, she also noted that M. McLemore is working on an initiative to address the achievement gap among URM males. Discussion ensued regarding the need for additional resources for staff whose HSI and closing the achievement gap work is not compensated as part of their actual job duties. The role of women in URM male student success and the support for staff and faculty provided by the Women's Leadership Roundtable were also noted.

### **V. Workgroup 3 Report out and discussion**

D. Saake and E. O'Donnell discussed the demographic data available for staff and faculty respectively, available throughout the hiring process. Workgroup 3 would like to see implementation and evaluation of KPIs 4.3, 4.4, and 4.5 this year (diversity profile reporting for the colleges and divisions and further roll out of the Unconscious Bias in Hiring training, first on faculty side, then staff). Workgroup 3 recommended that a student group be charged with conducting a diversity and inclusion audit of campus space.

### **VI. Workgroup 4 Report out and discussion**

S. Cooper reported on the workgroup progress considering the CSU Task Force on the Advancement of Ethnic Studies report recommendations. The recommendation related to faculty hiring was considered first and S. Cooper is advocating for six tenure-track lines for MCGS. P. Selvester noted the role that the School of Education was poised to play in promoting culturally competent and inclusive pedagogy across disciplines. M. Miller noted his interest in developing opportunities for difficult dialogue within the creative space that the theatre provides.