

Minutes of the University Diversity Council Meeting
October 25, 2016
9:00 - 10:30 a.m., Colusa 100A

Present: Teresita Curiel, Dylan Gray, James Luyirika-Sewagudde Jr., Chela Mendoza Patterson, Michelle Morris, Evanne O'Donnell, Tray Robinson, Dylan Saake, Paula Selvester, Joe Wills

Absent: Betsy Boyd, Alexis Butcher, CC Carter, Pedro Douglas, Dylan Gray, Gayle Hutchinson, Melanie O'Connor, Michael Pratt, Jerad Prevost, Eddie Vela

I. September 30, 2016 UDC Minutes

James Luyirika-Sewagudde Jr. made a motion to approve the minutes, Joe Wills seconded, and the motion carried.

II. UDC ET Updates

M. Morris reported that President Hutchinson asked that additional faculty members be added to the UDC to focus specifically on reviewing the recommendations of the CSU Task Force on the Advancement of Ethnic Studies Report, in addition to the other UDC priorities. A call for additional faculty participation was sent out in collaboration with the Academic Senate.

The Orion recently published an op-ed on race relations. The article included some factual inaccuracies. Discussion ensued regarding the level of advising that writers currently receive.

The 1st Gen Faculty and Staff Association is hosting a winter warm clothes drive for first-gen students. Warm coats and clothes will be solicited through campus announcements and distributed to students before the Thanksgiving break.

III. Workgroup Priority/KPI Updates

A. Workgroup 1

The Diversity Annual Report will be sent to the campus community at the end of the semester. The report provides an assessment of progress made on tasks outlined in the 2011-2016 Diversity Action Plan. Results from the report may inform the next University Strategic Plan.

B. Workgroup 2

An emerging Hispanic Serving Institution (HSI) Task Force is coming together. The Graduation Initiative 2025 goals include the elimination of the URM and non-URM achievement gap in graduation rates. The campus received the \$4.2M HSI STEM grant that was submitted last spring. P. Villegas is the P.I. on the grant and will oversee expansion of support for student success across the three colleges of ECC, NS, and AG.

C. Workgroup 3

Workgroup 3 is developing an exit survey to assess barriers to retaining a diverse workforce. The workgroup recommends that the Avoiding Bias in Hiring training be required for all search committee members. Regarding campus climate, there is a plan to audit the physical spaces (within buildings and natural landscape) to ensure that diverse identities are affirmed. Past campus climate surveys with specific questions related to diversity, equity and inclusive excellence are being reviewed.

M. Morris asked that each workgroup send her any updated KPIs by the middle of November.

IV. CSU Task Force on the Advancement of Ethnic Studies Report Discussion

M. Morris provided an overview of the Task Force Report and key recommendations. Discussion ensued regarding the history of MCGS on campus and the need for resources (e.g., faculty tenure lines, staff support, space allocation, department status, inter college/disciplinary collaboration) to enhance the program. The CSU Task Force Report recommendations overlap significantly with the recommendations in a report authored by MCGS faculty in fall 2013. E. Vela is currently conducting a search for the MCGS Director position.