

UDC Updates
April 5, 2017

General:

-During the May 2, 2017 UDC meeting, which will include breakfast, we will hear updates from the division diversity committees.

Workgroup 1

-The Office of the President is formatting the Diversity Annual Report and the estimated date for campus dissemination is TBD.

Workgroup 2

-T. Curiel is connecting with campus leadership regarding the future of the HSI lead position. Current appointment ends June 30, 2017.

-HSI FLC is going well. Looking forward to replacing this FLC with one focused on inclusive/culturally relevant pedagogy. T. Curiel collaborating with faculty development and CME leadership for this new model.

-CME is leading efforts for the timely submission of our first Developing HSIs (DHSI) grant proposal focused on teacher education programs and promoting the teaching profession for Hispanic students.

-Spanish language Summer Orientation for parents is progressing. The next step is for Orientation staff to convene the team that will plan content for the revised parallel and expanded format.

-Workgroup 2 members are working to identify differences, similarities, and tangible deliverables thus far among several campus committees involved in closing the achievement gap efforts. This will help to avoid duplication of efforts, and improve coordination and communication.

-Workgroup 2 members are also brainstorming equity-minded data needs (what we already know and what we would like to know) and are also engaged in the long-term plan being drafted by the Graduation Initiative team.

Workgroup 3

-Workgroup 3 is looking for some guidance on implementation of KPI's 4.3 and 4.4 related to publishing Diversity Profiles for the colleges and divisions.

-Additionally, there appears to be buy in to require all members of faculty hiring committees to complete the Unconscious Bias in Hiring training, thus, we are looking for a roll out plan around KPI 4.5. On the staff side, we would like to see a directive from Cabinet to require at least one member of all search committees to complete the training, and then a plan to build towards requiring it for chairs of committees, and eventually all members.

Workgroup 4

-Sara Cooper has requested:

1. A replacement hire for Lisa Emmerich's position, with a focus on contemporary American Indian Studies, preference for someone with interest/expertise in the Mechoopda.
2. A new hire in Queer/Trans People of Color: Latinx
3. Money to hire a lecturer to cover Susan Green's classes for the 3 years she will be bought

out under her current contract with the CFA.

-In addition, Workgroup 4 is systematically considering the Recommendations in the CSU Task Force on the Advancement of Ethic Studies Report for implementation at Chico State. To date, Recommendations 2: Essential Hiring and 3: Curriculum Development have been discussed.

Associated Students

-Extensive work is being done to better understand the barriers currently in place, which prevent some of our traditionally underrepresented minority students from seeking elected office on campus.

-The Student Academic Senate is working to find ways that they can operationalize some of the recommendations put forth from the Student Voices on Diversity & Inclusion Report they commissioned last year.

-Work continues with sources at CSULA to assist with sanctuary city type provisions for their campus.

-Work continues with CLIC to devise plans for assisting students with their legal statuses.