

Minutes of the University Diversity Council Meeting
September 30, 2016
10:00 - 11:30 a.m., Kendall 207 & 209

Present: CC Carter, Teresita Curiel, Pedro Douglas, Dylan Gray, Gayle Hutchinson, James Luyirika-Sewagudde Jr., Chela Mendoza Patterson, Michelle Morris, Melanie O'Connor, Evanne O'Donnell, Tray Robinson, Dylan Saake, Tim Sistrunk

Absent: Betsy Boyd, Alexis Butcher, Michael Pratt, Jerad Prevost, Paula Selvester, Eddie Vela, Joe Wills

I. Welcome and Introductions

M. Morris welcomed the new and returning UDC members, including President Hutchinson. T. Robinson asked members to introduce themselves by indicating their name and what aspect of their identity they were feeling particularly aligned with today.

II. April 26, 2016 UDC Minutes

C. Mendoza Patterson made the motion to approve the minutes, CC Carter seconded, and the motion carried.

III. Transition Goals: Building Diverse and Inclusive Communities of Excellence; Campus Climate

G. Hutchinson indicated that she had met with M. Morris and T. Robinson to discuss the history and current status of the UDC, as well as with the Academic Senate Executive Committee. G. Hutchinson also visited with students at the CCLC, watching a powerful video called War Zone, and discussing its content. Students are interested in having an ongoing speaker series, music, and discussions around relevant topics. In particular, students would like to increase awareness of the Black Lives Matter movement. A teach-in, organized by T. Butts and others, has been planned.

G. Hutchinson also discussed the community launch of this year's book in common by Gloria Steinem. She also noted that campus safe spaces should be balanced with integrated spaces in order to build relationships and advance equity and inclusion. G. Hutchinson noted that she is undertaking renewal of the University Strategic Plan and that diversity will be integrated throughout. Given that, the 2011-2016 Diversity Action Plan will also need to be reviewed. She would like the UDC to take an active role in these endeavors. G. Hutchinson also requested that UDC members read and reflect on the system-wide recommendations included in the CSU Task Force on the Advancement of Ethnic Studies Report. M. Morris agreed to email a link to the Report to UDC members after the meeting. Coordinating with Academic Senators, UDC member recommendations will contribute to an action plan for moving ethnic studies forward on our campus.

G. Hutchinson also noted that the searches for a Provost and a Vice President of Business

and Finance are underway and that she aims to have a diverse pool of applicants from which to hire new cabinet members.

Discussion ensued regarding the need for courageous conversations and bringing more campus members to the discussions of diversity, equity and inclusion. Barriers to mandated training among faculty were discussed. It was noted that those attending the new faculty orientation viewed their meeting with students and learning about diversity initiatives at the CCLC quite favorably. It is important to help all instructors see what they teach as related to diversity. Beyond curriculum, interpersonal relationships with staff and faculty are essential for student success. Experiencing micro aggressions, being “bothered” and having staff at front desks that don’t reflect our student demographics, must also be considered. G. Hutchinson also suggested building ally relationships through small group meetings.

IV. UDC ET Updates

A. Annual Diversity Report

T. Robinson reported that Workgroup 1 continues to work on the first Annual Diversity Report. It will be released to campus this fall.

B. Budget

T. Robinson confirmed that the UDC budget was approved by cabinet and is similar to last year.

C. Graduation Initiative 2025

M. Morris noted that one goal of the Graduation Initiative is to close the achievement gap between underrepresented minority (URM) and non-URM students by 2025. This continues to be one of the UDC Priorities assigned to Workgroup 2, and several of its members also serve on the campus Graduation Initiative Team chaired by B. Loker.

D. Student Engagement

M. Morris and T. Robinson will meet monthly with the four student UDC members to enhance communication, provide mentorship, and collaborate with students on follow-up to the Student Voices project discussed at the April 2016 UDC meeting. T. Robinson and M. Morris led a Conversation on Diversity titled, Diversity at Chico State: A value or a façade? Small group discussions led to an increased understanding of the needs of our diverse student body.

V. HSI Update

T. Curiel reported that Butte College is an emerging HSI, and once they become a designated HSI there will be opportunities for collaboration. T. Curiel also noted that she met with the Alumni Board and continues to network with key stakeholders, including student focus groups, to discuss what it means for Chico State to be an HSI.

T. Curiel noted that two sections of the HSI Faculty Learning Community (FLC) are meeting this fall. She also announced that Chico State is now a funded HSI, given that the campus was awarded a five-year \$4.2 M HSI STEM grant recently. HSI partners on the grant include Yuba College and Santa Rosa Junior College. The U.S. Department of Education Title V grant opportunity is coming next spring.

VI. UDC Priorities, KPIs, and Workgroups

Significant progress has been made on several of the UDC Priorities and KPIs. Adding Diversity as a priority to the University Strategic Plan is complete. There is still much work to be done on the priorities related to Increasing Workforce Diversity and Campus Climate Considerations. In addition, the UDC members will engage in G. Hutchinson's strategic planning process and subsequent DAP stewardship, as well as examine the CSU Task Force on the Advancement of Ethnic Studies report recommendations for implementation on our campus.

VII. Breakout Workgroup Session

Due to time constraints, Workgroups will meet before the next general UDC meeting to discuss their Priorities and KPIs. Each group will provide an update at the October UDC meeting.