

**Minutes of the University Diversity Council Meeting**  
**September 15, 2015**  
**3:00-4:30 p.m., KNDL 207-209**

**Present:** Pedro Douglas, Deanna Jarquin, James Luyirika - Sewagudde, Chela Mendoza Patterson, Michelle Morris, Melanie O'Connor, Tray Robinson, Dylan Saake, Paula Selvester, Aaron Thao, Eddie Vela, Joe Wills, Paul Zingg  
**Absent:** CC Carter, Wenshu Lee, Candy Pahua

**I. President's Welcome**

President Zingg welcomed the new and returning UDC members and reiterated his commitment to the priorities with particular emphasis on obtaining HSI eligibility designation for the purposes of applying for Title V funding; closing the achievement gap between URM and non-URM students; adding a 7<sup>th</sup> priority on diversity to the University Strategic Plan; and increasing workforce diversity.

Discussion ensued regarding setting target numbers for faculty diversity aligned with the Affirmative Action Plan. In addition, we must consider the diversity of the north state, specifically, Native American, Sikh, and Hmong populations, in our work. The Academic Senate is also considering workforce diversity this year.

**II. Review/Approve August 6, 2015 UDC Minutes; Introduction of new members**

A motion to approve the August 6, 2015 UDC retreat minutes was made, seconded, and the motion carried. Dylan Saake provided an update on NCAA and Title IX, reporting that every athlete received training at the beginning of the fall semester on identifying consent and bystander intervention.

**III. UDC ET Updates**

- A. Year End Report email to campus**
- B. Meeting with USDA HSI National Program Regional Director**
- C. HSI Coordinator**
- D. Unconscious Bias trainings**
- E. October meeting-Workforce Diversity/MCGS**

President Zingg will send an email to campus with a link to the UDC 2014-2015 Year End Report. Morris and Vela met with Juan Alvarez, Regional Director for the USDA HSI National Program during his campus visit. Mr. Alvarez noted our current HSI status and ability to access USDA resources immediately. Student internships, faculty professional development and grants for research/projects aligned with the USDA and its partner agencies/organizations are among the opportunities available. Several other groups on campus met with Mr. Alvarez and he will continue to work with Chico State. HSI designation and the opportunities it affords can be used as talking points for the communication plan discussed at the August 2015 UDC retreat. The process for hiring a

campus HSI Coordinator is underway. Once hired, the Coordinator will serve as a member of the UDC, have office space in the Office of Diversity and Inclusion and collaborate with the UDC ET on Workgroup 2 Priorities and KPIs.

The two-hour Strategies for Avoiding Unconscious Bias in the Hiring Process training will be scheduled twice in October so that all faculty search committee chairs, for whom the training is mandatory, can participate. Additional space will be filled by staff and interested others. In addition, a four hour CFA training on unconscious bias may be offered on campus. Finally, a training for employees who exhibit a pattern of bias is being developed. It was noted that culture change takes time and requires a systematic approach.

The October UDC meeting will focus on workforce diversity. President Zingg's cabinet and MCGS faculty will be invited to participate in the discussion. Other groups, including Native American tribal leadership and campus and city law enforcement, will be invited to future UDC meetings this academic year. Marketing for the First Generation and Proud program has begun with an event scheduled for spring 2016.

Regarding the UDC Communication Plan, Social Work faculty Celeste Jones and Seema Sehrawat's digital storytelling project may provide a collaborative opportunity for the UDC Voices project. All UDC members are encouraged to discuss the UDC priorities and KPIs within their units/departments and greater spheres of influence. Various alumni associations are additional sources for collaboration.

President Zingg confirmed that there is a permanent funding source for the UDC budget.

#### **IV. Workgroup KPI Development**

Workgroups met to finalize the 2015-2016 UDC Priorities and KPIs.