

Minutes of the University Diversity Council Meeting
November 10, 2015
3:30-4:30 p.m., KNDL 207-209

Present: CC Carter, Teresita Curiel, Pedro Douglas, James Luyirika-Sewagudde Jr., Michelle Morris, Melanie O'Connor, Chela Patterson, Tray Robinson, Dylan Saake, Aaron Thao, Paul Zingg

Absent: Deanna Jarquin, Wenshu Lee, Candy Pahua, Paula Selvester, Eddie Vela, Joe Wills

I. Approve October 13, 2015 UDC Minutes

The October meeting minutes were approved.

II. UDC ET Updates

A. Workforce Diversity/MCGS update

Unconscious Bias trainings continue to be offered. A tenure line MCGS hire was recently approved. T. Robinson and M. Morris met with Academic Senate representatives to discuss further engagement of the faculty in diversity efforts on campus. T. Robinson and M. Morris also plan to meet with the academic deans to discuss mobilizing efforts at the college level.

B. Dream Center update

The LEAD students are preparing a Dream Center proposal for campus administration. Space for this center as well as for the PATH scholars (foster youth) and veterans will likely be allocated next academic year. LEAD students are planning to visit the Sacramento State and UC Davis Dream Centers in December.

III. Campus Climate Survey (Diversity, Inclusion, and Equity)

Interim Provost Elrod requested that the UDC examine the preliminary results of the Campus Climate Survey related to Diversity, Inclusion and Equity in order to determine strengths and opportunities for improvement. Results indicated that respondents felt the campus was committed to diversity and there was a high degree of recognition of the diversity initiatives and programs available. However, faculty in particular felt that the campus was not prioritizing diversity enough, one-third of respondents felt they were not always treated fairly, and qualitative data suggested a need for increased resource allocation, workforce diversity, and support for MCGS. There was a wide range of responses to the open ended questions suggesting that the campus was "doing well" to "not enough" to "too much" in terms of campus diversity efforts.

UDC members agreed that the small number of questions on the Campus Climate Survey related to diversity limited the usefulness of the data. D. Saake indicated that Matt Thomas could disaggregate the data based on demographic variables (e.g., race, gender, faculty vs. staff, sexual orientation) as he did for Human Resources in order to provide more information. In addition, members would like to consider additional questions for a future survey and would like to gather student and alumni responses in addition to staff and faculty. Such data will inform the work of the UDC and will be valuable for WASC

accreditation purposes. Workgroup 3 will explore further and M. Morris will join Workgroup 3 in their efforts. A. Thao indicated that a student survey on diversity was also being developed by an AS special task force.

IV. Communication Plan; Digital Storytelling

The communication plan discussion was tabled for a future meeting.

V. Presidential Search Open Forum debrief

UDC members in attendance indicated that diversity and inclusion related concerns were well represented in the comments made by participants. It was also noted that the new president will likely be named at the March 8, 2016 Board of Trustees meeting in Long Beach. The UDC should plan to meet with the new president in the spring.

VI. First Generation Students

C. Carter indicated that he, C. Patterson, G. McMahon, and K. DuFour met to discuss the needs of first generation college students not currently being served by campus programs due to resource and space constraints. We will need to get creative about providing services as student demographics continue to shift.