

**UDC Meeting Summary – Zoom Mtg
November 10, 2020 | 3 p.m. – 4:30 p.m.**

- **Welcome & Chair Updates**

Chela Mendoza Patterson welcomed the UDC membership and let them know that some members of the UDC will be a little late, they are on the Diversity UPD Steering Committee.

Teresita Curiel recommended a journal article that was in the Chronical of Higher Education, it describes what could happen if President Trump is re-elected or if Joe Biden is elected as the next President of the United States. She will send it to the UDC membership.

Betsy Boyd reported that the revised Resolution in Condemnation of Violence Against Black People and Commitment to Antiracist Policies and Practices had a majority Academic Support of 38 – 2.

- **Associated Students Updates**

Bre Holbert and Logan Lee were unable to attend this meeting, and there was not an Associated Students update.

- **Institutional Research Diversity Data Dashboard**

Silvana Velásquez was welcomed by Chela Mendoza Patterson and let the membership know that Silvana would be talking about the Institutional Research Diversity Data Dashboard.

Silvana reported that she and her office began working on this project to get all data in one place and organized. The dashboards are interactive, can track, interact, capture, and analyze data. Silvana showed several examples of how to pull certain demographic information from the dashboard about our students, faculty, and staff.

Silvana let the membership know if they have a specific request regarding the dashboard to please email her. She wants the dashboard to be user friendly.

Chela thanked Silvana for coming to speak to the UDC membership.

- **Work Group Updates**

- **UDC Communication Plan**

- No update was given.

- **Campus Climate Consideration**

- Tray reported that this work group is currently working with Stephen Cummins to request funds (Strategic Priorities Funding) to support campus EDI Art. Tray also reported the following:

- The following KPIs have been completed in support of Black Students, but the workgroup is still massaging the language:

- Identify best practices and challenges for recruiting and retaining Black faculty and staff, make recommendations to appropriate campus units, and monitor progress.
 - Propose best practices that support the mental and physical health of our Black students that includes virtual practices.

- Create digitally centralized and easily accessible information on events/programs, services, and resources prioritizing Black students.
- Provide campus space tied to Black Identity to support student success.
- Provide opportunities for parental engagement to support the academic success of our Black Students.
- Diversify recruitment and retention practices for Black Students.
- Expand curriculum to include research and frameworks that affirm Black identities.

Campus Pride Index

- A committee has been assembled to address recommended areas of support that will be included on our campus. We have divided tasks and are meeting on a regular basis with hopes to complete our work by the end of the semester. We will send out a report to campus.

- **Increase Workforce Diversity and Funding**

Michelle Morris reported on some of the highlights that this work group has been working on, including:

- The Avoiding Bias in Hiring workshop will become mandatory for all staff/MPP search committee members in January 2021. It is already mandatory on the faculty side, and the training is being offered to other CSU campuses as part of the CSU Learn cross-campus training pilot program.
- A Chancellor's Office Grant to support diverse faculty retention is funding an @RealRTP Learning Community for diverse teacher-scholars this academic year.
- OAPL has increased its advertising scope to diverse venues and is requiring fewer documents at time of application to increase faculty candidate pools. OAPL is working with a group of faculty to provide support/consultation on the eight tenure-track faculty searches currently underway.
- The new IR demographic data dashboards will be used to inform recruitment and retention efforts.

- **Social Justice, Diversity & Inclusion Across the Curriculum**

Susan Green spoke about the implementation of AB1460, these classes will be offered fall 2021. Currently she is getting responses from this work group about the equity score card.

- **Announcements**

Kaitlyn Baumgartner Lee announced that Academic Advising is currently looking for undergraduate and graduate paraprofessional interns. The deadline to apply is December 18.

November 12

Latinx Student Voice Town Hall –1:00-2:00 p.m.

Registration links:

<https://csuchico.zoom.us/meeting/register/tZwkcO-orD4iGNfvlAmzkElQj1bImd8eT84d>

Shortened link: <https://bit.ly/3jh3gDR>

November 18

CODI - Decolonizing Thanksgiving: Combating Discriminatory Practices

December 2

CODI - Beyond Symbols and Statues: The Fight Over Public Memory and Memorials

AS Town Hall Meeting – 6 – 8 p.m.

March 4

Tim Wise

- **Upcoming UDC Meetings (Zoom links are on UDC webpage)**

December 8

3 - 4:30 p.m.