

# University Diversity Council Meeting Summary

September 15, 2020 | 3 p.m. – 4:30p.m.

## ZOOM Meeting

- **Welcome & Announcements**

Chela Mendoza Patterson welcomed everyone to the UDC meeting and welcomed the new members: AS President Bre Holbert, AS Commissioner of Diversity Affairs Logan Lee, Brian Oppy, Elizabeth (Betsy) Boyd, Susan Green, and Tasha Alexander. She also welcomed President Hutchinson and Brooke Banks and thanked them for attending this meeting.

- **President's EDI Charge to the UDC**

Chela Mendoza Patterson introduced President Hutchinson. President Hutchinson thanked the UDC for its Annual Reports and its work. She also noted the diversity of the UDC membership across divisions and including students, faculty, and staff.

President Hutchinson stated that this is an important year for Chico State to do some meaningful work that will begin to tackle systemic and institutional racism. While missteps may be made along the way, when they are brought to the administration's attention, we will learn, apologize and do better.

President Hutchinson charged the UDC this year with:

1. Facilitating a survey of students, faculty, and staff to identify critical issues related to racial discrimination and institutional racism on our campus, and report findings and provide recommendations to the President by May 2021.
2. Evaluating options for mandatory anti-racism training for students, faculty, and staff and provide recommendations to the President by December 2020.

- **Black Lives Matter Update**

Tray Robinson stated that this has been a difficult time. Even though times are tough, he is grateful to work for this institution and is proud of our campus. While some campuses have avoided using Black Lives Matter language, President Hutchinson has not hesitated to use BLM language and there are currently many people on campus supporting the BLM movement. Currently, Tray and Chela Mendoza Patterson have been working with Stephen Cummins, the Director of University Public Engagement, to bring diverse speakers to campus.

Tray and President Hutchinson mentioned the 21 Day Challenge and asked Krystle Tonga from the CCLC if she would talk about this challenge.

Krystle stated that the 21 Day Challenge came about because it takes 21 days to build a habit. This 21-Day Challenge is designed to empower students, faculty, and staff to use their voice, their influence, and their actions to build opportunities for growth and the ability to engage in meaningful daily actions that will help to build a collective community for change. Krystle encouraged the UDC Membership to sign up for the 21-Day Challenge which begins October 5, 2020. To sign up for the challenge go to the Office of Diversity and Inclusion webpage and click on 21-Day Challenge to the left in the index.

President Hutchinson is doing a communication campaign to let the campus community know what actions are being implemented around equity, diversity, and inclusion.

- **AB 1460 Update**

Susan Green explained the origins of AB 1460 and that it will be implemented on all campuses across the CSU. This legislation is making ethnic studies a graduation requirement. There was a discussion about AB 1460 and an acknowledgement that there is still a lot of work to do implementing the legislation.

- **HSI Update**

Teresita Curiel reported that Chico State has been a Hispanic Serving Institution for five years. Spring 2020 the enrollment was just under 35%, almost 6,000 Latinx students. Latinx students are currently the only growing demographic on campus. She also announced that this is Hispanic Heritage Month and the associated events are posted on the Office of Diversity and Inclusion website.

Teresita announced a list of conferences and webinars available virtually this year. Please see the attached documents.

This year Teresita secured a small grant and will sponsor six students to attend the HACU Conference. Tray Robinson from the Office of Diversity and Inclusion said that his Office would sponsor one student, so another student can attend the HACU Conference.

Teresita indicated that this is a time of great uncertainty for Dream students and they are experiencing a lot of mental health issues. Dream students are not engaging as they have in the past.

- **Associated Students Updates**

Bre Holbert, the AS President, announced that there has been a lot of talk amongst AS officers wanting AS to be more equitable. It was reported that equity initiatives are in the works and AS officers will roll them out over the next couple of years. A statement acknowledging that Chico State resides on Mechoopda land will be read at every AS meeting and event. A resolution denouncing white supremacy was passed. Bre also reported that students are concerned about police presence on campus and AS officers would like to meet with the interim Chief of Police to discuss this issue.

Logan Lee, the Commissioner of Diversity Affairs, reported that for Hispanic Heritage Month they have been highlighting one student every week. He mentioned that the AS is currently looking into couch concerts and how to work around that during COVID.

- **Work Group Membership**

Michelle Morris explained for new members that each work group centers on the UDC priorities and associated key performance indicators. Workgroup leads serve on the UDC Executive Team and are responsible for scheduling work group meetings. It is

recommended that the work groups meet at least once a month. Work groups can invite ad hoc members to bring in additional expertise and representation from campus. Because of President Hutchinson's charge to the UDC, she asks that each work group look at their KPIs and update accordingly. Please send updates to Michelle before the next monthly meeting on October 13, 2020.

- **UDC Workgroup Updates**

- **Increase Workforce Diversity and Funding**

- Michelle reported that this work group did not meet over the summer.

- **Campus Climate Considerations**

- Tray reported that their work group made some advances over the summer. They reviewed Shaun Harper's report card for black students on campus to address our work going forward.

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

- Susan Green is excited about the rubric that was created last year by this group and looks forward to implementing AB 1460.

- **UDC Communication Plan & Diversity Report**

- Kate Post reported that this group has been meeting all summer to produce an Equity, Diversity, and Inclusion website. This website will showcase what is happening on campus and can also be used as a recruiting tool. This website will include BLM updates and institutional messages highlighting actions around equity, diversity and inclusion. In addition, the University home page is being refreshed with EDI incorporated throughout. Kate mentioned that they are looking for more folks to serve on the communication work group. Michelle noted that while UDC members are assigned to one work group but may join additional groups as their time allows.

- **Announcements**

- Chela thanked Tray, Michelle and the UDC membership for all their hard work.

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

- **October 13**

- 3 - 4:30 p.m.

- **November 10**

- 3 - 4:30 p.m.

- **December 8**

- 3 - 4:30 p.m.