

University Diversity Council (UDC)

Year End Report 2015-2016

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Submitted to the Campus Community

By

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I. Background and Significant Achievements

President Zingg announced the formation of the University Diversity Council (UDC) in his fall 2014 convocation address. In its second year UDC members included faculty, students, staff and administrators from key diversity groups and across campus divisions and disciplines. President Zingg chaired the UDC and met regularly with the UDC Executive Team (ET), which includes Tray Robinson, Director, Office of Diversity and Inclusion and Michelle Morris, Faculty Diversity Officer.

The UDC honors a collaborative approach and currently acts in place of a Chief Diversity Officer following the unsuccessful search for this position conducted in fall 2013. Academic year 2015-2016 UDC members included: Sarah Blakeslee, Charles (CC) Carter, Teresita Curiel, Pedro Douglas, James Luyirika-Sewagudde Jr., Chela Mendoza Patterson, Melanie O'Connor, Dylan Saake, Paula Selvester, Eddie Vela, Joe Wills, students Deanna Jarquin and Aaron Thao, the UDC ET and President Zingg (Chair).

The UDC was charged with seven key priorities at its inception. These included:

1. Stewarding the Diversity Action Plan;
2. Examining what it means to be a Hispanic Serving Institution (HSI);
3. Considering Diversity and Inclusion as a new priority of the University Strategic Plan;
4. Disseminating an annual Diversity, Equity and Inclusion Report;
5. Assessing campus climate/inclusivity;
6. Increasing workforce diversity; and
7. Closing the achievement gap between underrepresented minority (URM) and non-URM student populations

Two additional priorities were added at the August 2015 UDC retreat. These include:

8. Funding for UDC Priorities and Key Performance Indicators (KPIs)
9. UDC Communication Plan

Following the August 2015 retreat, the UDC met on a monthly basis throughout the academic year and the three workgroups established in November 2014 continued to address the UDC Priorities and related KPIs (see Table 1).

As in 2014-2015, networking across divisions continued this year, and the UDC ET met with leadership in Academic Affairs, Student Affairs, Business & Finance, University Advancement, and Associated Students as well as the Academic Senate, Staff Council, and Graduation Initiative Team, to engage the campus in the Council's work and solicit support for the Priorities identified. UDC members also attended regional, state and national meetings in order to identify best practices related to educational equity, diversity and inclusion. In addition to the monthly general UDC meetings, the three established workgroups met separately on a monthly basis during the 2015-2016 academic year. Workgroup membership, associated priorities and significant achievements are listed below.

Workgroup 1

Members included James Luyirika-Sewagudde Jr., Tray Robinson, Eddie Vela, and Joe Wills. This group focused on the following priorities:

- Priority 1. Diversity Action Plan 2011-2016 Stewardship
- Priority 3. Adding a new Priority on Diversity, Equity and Inclusion to the University Strategic Plan
- Priority 5. Annual Diversity Report

Workgroup 1 tracked the number of faculty and staff who have participated in campus diversity trainings. This information was placed on the Office of Diversity and Inclusion website and the Workgroup recommends that these colleagues be utilized on search committees for their demonstrated diversity competency. The Workgroup sent an email to the leadership of all campus divisions in fall 2015 recommending that diversity be placed on all agendas and that for those who submitted one, they revisit their Diversity Action Plan (DAP). The current DAP expires at the end of 2016 and the UDC will work with incoming president Gayle Hutchinson to evaluate its impacts and implement a subsequent DAP.

Workgroup 1 developed language for a new Priority on Diversity, Equity and Inclusion to be included in the University Strategic Plan. (See http://www.csuchico.edu/prs/campus_documents/strategic_plan_2016.pdf). The draft was presented to President Zingg and his cabinet for their consideration in May 2015. The UDC ET also solicited feedback on the draft language during spring 2016 from campus constituents including Academic Senate, Staff Council, Associated Students leadership, Chairs Council and deans. The document was edited for clarity based on the feedback received. The Academic Senate voted unanimously to endorse the new Priority at its April 21, 2016 meeting and a press release was issued in early May to inform the campus community of its adoption.

Workgroup 1 sent out weekly *Did You Know?* E-mail messages on diversity related topics throughout the academic year. They also began drafting the Annual Diversity Report. The Report will be released in fall 2016.

Workgroup 2

Members included Teresita Curiel, Pedro Douglas, Deanna Jarquin, Michelle Morris, Vince Ornelas, Chela Patterson, Cecilia Santillan-Robles, and Paul Zingg. This group focused on the following priorities:

- Priority 2. Hispanic Serving Institution (HSI) Status Considerations
- Priority 7. Closing the Achievement Gap

During the 2014-2015 academic year, a HSI Steering Committee was formed and included UDC Workgroup 2 members as well as Chicano Latino Council (CLC)

leadership team members Teresita Curiel, Vince Ornelas and Cecilia Santillan-Robles. The CLC, a professional organization of staff and faculty members, has been advocating on behalf of Latino/a students at Chico State for many years. Thus, CLC member expertise was seen as vital to advancing the efforts of Workgroup 2. The Steering Committee recommended that a HSI coordinator be appointed to lead campus efforts toward HSI designation, grant related activities, and student-centered best practices. Teresita Curiel was subsequently hired as Interim Assistant Director of HSI Initiatives in fall 2015.

HSI Accomplishments this year include:

- ✓ Established HSI eligibility designation for U.S. Department of Education's Title III/V HSI grant programs
- ✓ Launched campus HSI awareness campaign, including HSI website, campus-wide open forums, department-specific sessions, and local media opportunities
- ✓ Facilitated a Conversation on Diversity related to HSI status during Hispanic Heritage Month in September 2015
- ✓ Conducted HSI focus groups with students, faculty, staff and off-campus partners
- ✓ Facilitated an HSI Faculty Learning Community with Office of Faculty Affairs
- ✓ Hired an HSI grant writer; the Colleges of Natural Sciences, Engineering, Computer Science and Construction Management, and Agriculture collaborated to submit a Title III, Part F Hispanic-Serving Institution Science, Technology, Engineering, and Mathematics (HSI-STEM) grant proposal to the U.S. Department of Education in May 2016
- ✓ Conducted HSI benchmarking with other HSI campuses, in and outside of the CSU system
- ✓ Continued engaging with off-campus HSI community through regional and national conferences, trainings and collaboration meetings
- ✓ Collaborated with Dream Students to explore feasibility of a campus Dream Center
- ✓ Participated in HSI webinars/trainings sponsored by the U.S. Department of Education and the CSU Office of the Chancellor
- ✓ Participated in the Alliance for HSI Educator (AHSIE) Annual Best Practices Conference, including the HSI-STEM grantsmanship institute

Workgroup 2 members continued to collaborate with the campus Graduation Initiative Team to address overall four and six-year graduation rates as well as the achievement gap between URM and non-URM students during the 2015-2016 academic year.

Workgroup 3

Members included CC Carter, Michelle Morris, Melanie O'Connor, Dylan Saake, Paula Selvester, and Aaron Thao. This group focused on the following priorities:

Priority 4. Increase Workforce Diversity
Priority 6. Campus Climate Considerations

The mandatory Strategies for Avoiding Unconscious Bias in the Hiring Process training for all tenure track faculty search committee chairs was held several times throughout the year. Michelle Morris and Beverly Gentry facilitated the trainings. Over 150 faculty, staff, and administrators have now completed the training. Evaluations of training content and format remain extremely positive.

A new training, Confronting Our Biases, was offered three times during the 2015-2016 academic year. Over 75 employees completed the training, which is facilitated by Robert Jones, Tray Robinson, Dylan Saake, and Evanne O'Donnell. The training aims to identify and challenge the cultural and institutional biases that influence the ways we think, act, and navigate our lives. Participants complete an exercise designed to make visible our invisible prejudices, in order to empower each of us to build a stronger, more inclusive campus community.

Workgroup 3 reviewed results from the May 2015 Campus Climate Survey. While awareness of diversity programs was high, responses varied greatly in terms of perceived campus commitment to diversity, equity and inclusion. Some thought the emphasis on diversity issues was too high, while others noted that inadequate resources were allocated toward diversity efforts. Though diversity and inclusion related questions were represented in the Campus Climate Survey, the Workgroup recommends that a more detailed Diversity, Equity and Inclusion survey be administered in the future.

Celeste Jones and Seema Sehrawat presented on Digital Storytelling at the April 26, 2016 UDC meeting. This is a compelling method for sharing diverse experiences and may play an important role in the UDC communication plan next year. The UDC ET recommends that a training be scheduled for UDC members during their strategic planning meeting for the 2016-2017 academic year.

Summary

Building on the momentum of the previous year, significant progress toward achievement of the UDC KPIs was made during the 2015-2016 academic year. The current collaborative approach in the form of the UDC, with an executive team chaired by the president, and including staff, students, faculty, and administrators from a variety of disciplines across divisions has led to tangible outcomes.

On February 12, 2016, the UDC hosted a Diversity Retirement Reception at the Gateway Science Museum for President Zingg in honor of his years of service and commitment to inclusive excellence and student success. Members of the campus and larger community in attendance spoke on the impact of his contributions. President Zingg challenged those who honored him to continue championing diversity initiatives and institutional change for the benefit of all members of our campus community.

The UDC looks forward to collaborating with incoming President Hutchinson to build on the gains made and address continuing opportunities related to campus and community diversity, equity and inclusion, especially as they relate to increasing workforce diversity and creating a culture of student success strengthened by our diversity. We welcome her leadership in these endeavors.

General UDC as well as workgroup meeting agendas, minutes and related resources can be found on the UDC website at: <http://www.csuchico.edu/diversity/university-diversity-council/index.shtml>

II. Goals for 2016-2017

Moving forward, the UDC will build upon its year two achievements by continuing its systematic efforts and intentional focus on inclusive excellence and student success.

2016-2017 Goals include:

1. Distribute the first Annual Diversity Report to campus
2. Develop 2016-2021 Diversity Action Plan
3. Address key performance indicators for increasing workforce diversity (Priority 4)
4. Explore departmental status and tenure track lines for Multicultural and Gender Studies
5. Address unmet UDC Goals identified in the 2015 Year End Report (see below in bold)

2015 UDC Year End Report Goals for 2015-2016 and status update:

Goals Completed:

1. Continue to assess progress on 2014-2015 KPIs
2. Identify additional Priorities and KPIs for 2015-2016
3. Adjust UDC general membership to include more staff representation as well as AS President and Hispanic Serving Institution (HSI) Coordinator
4. Collaborate with HSI coordinator and grant writer on HSI designation and grant preparation
5. Provide additional Strategies for Avoiding Unconscious Bias in the Hiring Process trainings for faculty, staff, and administration
6. Gather stakeholder input on Diversity Priority Strategic Plan language

Goals Not Completed:

- 1. Collaborate with VP of Advancement, Ahmad Boura, to identify advancement efforts aligned with UDC Priorities to augment the UDC budget**
- 2. Improve campus communication regarding UDC progress and engagement opportunities**
 - a. Document UDC member communication efforts**
 - b. Provide monthly update emails to campus regarding UDC progress**
 - c. Add UDC website to Office of the President web homepage**

- d. Give higher visibility to the UDC on the Office of Diversity and Inclusion web homepage
- 3. Lead a senior management diversity retreat during fall 2015
- 4. Lead a Faculty Staff Diversity Summit during spring 2016

Table 1. UDC Priorities and Key Performance Indicators 2015-2016

UDC Priority	KPIs	Timeline
1. DAP Stewardship	<p>KPI 1.1—Identify the number of existing division/unit diversity plans completed.</p> <p>KPI 1.2—Identify the point person for the work of the Diversity Action Plan.</p> <p>KPI 1.3—Confirm that diversity plans are placed on agendas of unit committees.</p> <p>KPI 1.4—Track the number of faculty/staff receiving campus diversity training.</p> <p>KPI 1.5—Track the number of diversity plan priorities/action items currently in process; track diversity priorities/action items in process that are not included in existing diversity plan.</p> <p>KPI 1.6—Review and report out existing plans to division heads.</p> <p>KPI 1.7—Track the number of faculty and staff who have completed unconscious bias training with a focus on search committee members.</p>	Fall 2015; ongoing
2. Hispanic Serving Institution (HSI) Status Considerations	<p>KPI 2.1—Establish a steering committee to guide HSI efforts.</p> <p>KPI 2.2—Hire HSI Coordinator in fall 2015.</p> <p>KPI 2.3—Identify and hire HSI grant writer in fall 2015.</p> <p>KPI 2.4—Create a timeline for Title V HSI eligibility designation and grant submission in fall 2015.</p> <p>KPI 2.5—Launch campus HSI awareness campaign with Conversation on Diversity-HSI 101 on September 23, 2015.</p> <p>KPI 2.6—Develop and launch campus HSI website fall 2015-spring 2016.</p>	Fall 2015; ongoing
3. Add Diversity as a 7 th Priority to the University Strategic Plan	<p>KPI 3.1—Draft text for a diversity-focused 7th priority; provide draft to senior management and invite discussion/consultation (include student input).</p> <p>KPI 3.2—Align diversity commitment in new University Strategic Plan with the Academic Plan Renewal.</p>	Fall 2015; ongoing

<p>4. Increase Workforce Diversity</p>	<p>KPI 4.1 –Track data across hiring points (i.e., applicant pool, long and short list, interview, offer, hire); determine data needed and who has access to it.</p> <p>KPI 4.2 –The Ombuds Office will implement Exit Survey data collection and reporting for faculty, staff and administrators that leave Chico State; The report of themes will be submitted to the President and shared with the UDC so that themes can be actively incorporated into the strategies for workforce diversity to support and inform efforts.</p> <p>KPI 4.3.1—Deans will submit a diversity profile for their division that reports goals, strategies, and includes evidence and plans for progress toward recruiting and retaining Tenure Track and Temporary Faculty in percentages that match the changing demographics of our student population. The report will be submitted to UDC members for review and inclusion in the annual Diversity Report Scorecard.</p> <p>KPI 4.3.2— Vice Presidents will submit a diversity profile for their division that reports goals, strategies, and includes evidence and plans for progress toward recruiting and retaining MPPs in percentages that match the changing demographics of our student population. The report will be submitted to UDC members for review and inclusion in the annual Diversity Report Scorecard.</p> <p>KPI 4.3.3— Vice Presidents will submit a diversity profile for their division that reports goals, strategies, and includes evidence and plans for progress toward recruiting and retaining non-MPP staff in percentages that match the changing demographics of our student population. The report will be submitted to UDC members for review and inclusion in the annual Diversity Report Scorecard.</p> <p>KPI 4.3.4—UDC will develop a calendar of due dates for public dissemination of diversity profile reports.</p> <p>KPI 4.4 –All search committee members and hiring authorities will complete unconscious bias training. All will hold a valid unconscious bias training certificate during the time of recruitment.</p> <p>KPI 4.5 –Campus culture will reflect symbols, messages, programs and policies that are inclusive and reflect diverse interests, needs, and values.</p>	<p>Fall 2015; ongoing</p>
<p>5. Annual Diversity Report</p>	<p>KPI 5.1 – Develop Report template; produce/publish Report at the end of each academic year.</p>	<p>Spring 2016</p>

6. Campus Climate Considerations	<p>KPI 6.1 – Administer annual Campus Climate Survey to students, staff, faculty, and administrators; compare participation rates and results among groups.</p> <p>KPI 6.2 – Measure items such as feelings/perceptions of respect and dignity.</p> <p>KPI 6.3 – Measure impact of diversity and inclusion training programs (e.g., Global Voices, Diversity Academy and Certificate Programs; Conversations on Diversity) using standardized assessment tool; set date to begin data collection and analysis.</p> <p>KPI 6.4 – Measure perceptions related to diversity and inclusion; set date to identify assessment tool.</p> <p>KPI 6.5 – Complete a campus culture audit by spring 2016.</p>	Spring 2015; ongoing
7. Closing the Achievement Gap	<p>KPI 7.1 – Reduce by half the under-represented minority (URM) achievement gap in four and six-year graduation rates by 2020.</p> <p>KPI 7.2 – Based on institutional data, identify at least three barriers to success for URMs.</p> <p>KPI 7.3 – Based on institutional data, identify at least three strategies to overcoming barriers for URMs.</p> <p>KPI 7.4 – Develop and disseminate a communication plan related to barriers and strategies identified in KPIs 7.2 and 7.3 to key stakeholders by spring 2016.</p>	2020 Fall 2015; ongoing
8. Funding for UDC Priorities & KPIs	<p>KPI 8.1 – Secure HSI grant.</p> <p>KPI 8.2 – Secure AANAPISI grant.</p> <p>KPI 8.3 – Establish annual UDC budget.</p> <p>KPI 8.4 – Collaborate with University Advancement to identify funding opportunities.</p>	Fall 2015; ongoing
9. UDC Communication Plan	<p>KPI 9.1 – Present UDC updates to cabinet, senior management, Academic Senate, Staff Council, and Associated Students.</p> <p>KPI 9.2 – Continue traditional communication tools, e.g., direct email, campus announcements, news releases, and implement alternative approaches, e.g., personal experience blogs, social norming campaign, “voices” project.</p>	Ongoing

2015-2016 UDC Priority/KPI Workgroups

Workgroup 1: DAP Stewardship, Annual Report Scorecard, 7th Priority Strategic Plan, Funding, Communication Plan

James Luyirika-Sewagudde¹, Tray Robinson², Eddie Vela¹, Joe Wills¹

Workgroup 2: HSI Status Considerations, Closing the Achievement Gap, Funding, Communication Plan

Teresita Curiel^{1,3}, Pedro Douglas¹, Deanna Jarquin¹, Michelle Morris^{2,3}, Vince Ornelas³, Chela Patterson^{1,3}, Cecilia Santillan-Robles³, Paul Zingg²

Workgroup 3: Increase Workforce Diversity, Campus Climate Considerations, Funding, Communication Plan

CC Carter¹, Michelle Morris^{2,3}, Melanie O'Connor¹, Dylan Saake¹, Paula Selvester¹, Aaron Thao¹

¹ UDC Member

² UDC ET Member

³ Chicano Latino Council Member