

University Diversity Council (UDC)

Year End Report 2016-2017

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Submitted to the Campus Community

By

Betsy Boyd  
Alexis Butcher  
CC Carter  
Sara Cooper  
Teresita Curiel  
Pedro Douglas  
Dylan Gray  
Gayle Hutchinson  
James Luyirika-Sewagudde Jr.  
Chela Mendoza Patterson  
Matthew Miller  
Michelle Morris  
Melanie O'Connor  
Evanne O'Donnell  
Kate Post  
Michael Pratt  
Jared Prevost  
Tray Robinson  
Dylan Saake  
Paula Selvester  
Eddie Vela

## **I. Background and Significant Achievements**

Former President Paul Zingg announced the formation of the University Diversity Council (UDC) in his fall 2014 convocation address. In its third year, UDC members included faculty, students, staff and administrators from across campus divisions and disciplines. Additional faculty members were added this year to represent the Academic Senate and Multicultural and Gender Studies. President Gayle Hutchinson 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 2016-2017 UDC members included: Betsy Boyd, Charles (CC) Carter, Sara Cooper, Teresita Curiel, Pedro Douglas, James Luyirika-Sewagudde Jr., Chela Mendoza Patterson, Matthew Miller, Melanie O'Connor, Evanne O'Donnell, Kate Post, Dylan Saake, Paula Selvester, Eddie Vela, students Alexis Butcher, Michael Pratt, Jared Prevost, and Dylan Gray, the UDC ET, and President Hutchinson (Chair).

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

1. Stewarding the 2011-2016 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 included:

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

An additional priority was added for the 2016-2017 academic year:

10. Evaluating the current status of Multicultural and Gender Studies (MCGS)

The UDC met on a monthly basis throughout the academic year and four workgroups met to address the UDC Priorities and related KPIs:

<http://www.csuchico.edu/diversity/documents/UDCKPI20162017.pdf>

As in previous years, networking and diversity training facilitation continued (e.g., affinity group breakfast, College of Engineering, Computer Science and Construction Management Faculty and Staff Diversity Workshop, formation of division diversity

committees), 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 (e.g., Hispanic Association of Colleges & Universities, Association of American Colleges & Universities, National Association of Student Personnel Administrators), in order to identify best practices related to educational equity, diversity and inclusion. In addition to the monthly general UDC meetings, the four workgroups met separately on a monthly basis during the 2016-2017 academic year. Workgroup membership, associated priorities and significant achievements are listed below.

### **Workgroup 1**

Members included Alexis Butcher, James Luyirika-Sewagudde Jr., Kate Post (spring 2017), Tray Robinson, Eddie Vela, and Joe Wills (fall 2016). This group focused on the following priorities:

- Priority 1. Diversity Action Plan 2011-2016 Stewardship
- Priority 5. Annual Diversity Report
- Priority 9. UDC Communication Plan

Workgroup 1 completed the first Annual Diversity Report, which provided an evaluation of campus progress on the 2011-2016 Diversity Action Plan. Content from the report will be used to develop the Western Association of Schools and Colleges (WASC) accreditation essay on diversity. Workgroup 1 also continued to send out weekly *Did You Know?* E-mail messages on diversity related topics throughout the academic year and will collaborate with President Hutchinson on renewal of the campus Diversity Action Plan following revision of the University Strategic Plan.

### **Workgroup 2**

Members included Teresita Curiel, Pedro Douglas, Dylan Gray, Chela Mendoza Patterson, and Michelle Morris. This group focused on the following priorities:

- Priority 2. Hispanic-Serving Institution (HSI) Status Considerations
- Priority 7. Closing the Achievement Gap
- Priority 8. Funding for UDC Priorities

During the 2016-2017 academic year, the campus was awarded a \$4.2M U.S. Department of Education Title III, Part F Hispanic-Serving Institutions Science, Technology, Engineering, and Mathematics (HSI-STEM) grant; several UDC members are involved in its implementation. In addition, a Title V, Part A U.S. Department of Education Developing Hispanic-Serving Institutions Program proposal was submitted in spring 2017 with UDC input. Additional accomplishments include:

- ✓ Continued facilitation of campus HSI awareness campaign, including HSI website, campus-wide open forums, department-specific sessions, and local media opportunities
- ✓ Conducted HSI focus groups with students, faculty, staff and off-campus partners
- ✓ Facilitated three HSI Faculty Learning Communities with Office of Faculty Affairs
- ✓ Continued collaboration with the campus Graduation Initiative 2025 Team to address graduation rates as well as the achievement gap between URM and non-URM students.
- ✓ Collaborated with campus partners (e.g., Chicano Latino Council, Student Life and Leadership, orientation and pre-college programs), to expand Spanish Language Summer Orientation from one to three days
- ✓ Collaborated with undocumented student leaders and allies to open the campus Dream Center
- ✓ Conducted HSI benchmarking with other HSI campuses, in and outside of the CSU system
- ✓ Participated in HSI webinars/trainings sponsored by the U.S. Department of Education and the CSU Office of the Chancellor
- ✓ Continued engaging with off-campus HSI community through regional and national conferences, trainings and collaboration meetings

Teresita Curiel was hired as Interim Assistant Director of HSI Initiatives in fall 2015; Workgroup 2 recommends that this position be institutionalized for sustainability of efforts.

### **Workgroup 3**

Members included Betsy Boyd, CC Carter, Gayle Hutchinson, Melanie O'Connor, Evanne O'Donnell, Michael Pratt, Jared Prevost, Dylan Saake, and Paula Selvester. 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. To date, over 200 faculty, staff, and administrators have completed the training. Evaluations of training content and format remain extremely positive and continued rollout of the training for additional search committee members is underway.

The Confronting Our Biases training was also offered during the 2016-2017 academic year. To date, approximately 100 employees have completed the training, which is

facilitated by Robert Jones, Evanne O'Donnell, Tray Robinson, and Dylan Saake. 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 ourselves to build a stronger, more inclusive campus community.

Though diversity and inclusion related questions were represented in past Campus Climate Surveys, Workgroup 3 recommends that a more detailed Diversity, Equity and Inclusion survey be administered in the future.

#### **Workgroup 4**

Members included Betsy Boyd, Sara Cooper, Gayle Hutchinson, Matthew Miller, Michelle Morris, Tray Robinson, and Eddie Vela. This group focused on:

##### Priority 10. Multicultural and Gender Studies (MCGS)

In consultation with various campus stakeholders, Workgroup 4 drafted a response to the recommendations outlined in the 2016 CSU Task Force on the Advancement of Ethnic Studies Report. The response provided historical context for MCGS on campus, its current status, and recommended actions aligned with fostering student success at a Hispanic-Serving Institution, as well as creating inclusive communities of excellence. The final response report was presented to President Hutchinson, Provost Larson, and Interim Vice Provost for Academic Programs Loker for their consideration.

#### **Summary**

Continued progress toward achievement of the UDC KPIs was made during the 2016-2017 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.

In addition to the achievements noted above, UDC members participated in the development of the Chico State *Our Democracy* website <http://www.csuchico.edu/ourdemocracy/> which addresses current events at the global, national and local levels. Members also participated in and/or facilitated bystander and free speech vs. hate speech trainings, as well as Black Lives Matter forums and provided support for undocumented students throughout the year. UDC members were also involved in developing a 1<sup>st</sup> Gen Faculty and Staff Association and served on the Chico State Basic Needs Project to address winter and professional clothing needs, as well as housing and food insecurity among our students. In addition, UDC ET members Tray Robinson and Michelle Morris received a \$5,000 grant from University Foundation to bring a renowned diversity workshop facilitator to campus in fall 2017.

Academic Affairs, Business and Finance, and University Advancement Diversity Committees, modeled on the Student Affairs Diversity Committee, were developed this

year in order to facilitate progress and enhance communication regarding UDC priorities. Next year the division committees will be invited to participate in the Annual Diversity Poster Session.

The UDC looks forward to continued collaboration with President Hutchinson, her cabinet, and campus and community stakeholders to build on the student success gains made and to address continuing opportunities related to creating inclusive communities of excellence.

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 2017-2018**

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

2017-2018 Goals include:

1. Continue to assess progress on UDC key performance indicators; identify new KPIs as needed
2. Further roll-out of the mandatory Avoiding Bias in Hiring training
3. Research mandatory student diversity training for campus implementation
4. Host an across division Diversity Poster Session
5. Explore departmental status for Multicultural and Gender Studies
6. Provide senior management with diversity, equity and inclusion updates
7. Lead a faculty and staff Diversity Summit