

# UDC Meeting Summary

## April 14, 2021 | 3:30 p.m. – 5 p.m.

ZOOM Mtg. Link: <https://csuchico.zoom.us/j/86279956338?pwd=SDJqQnV1bGJscmJsNXk1LzNoYkkrUT09>

- **Welcome & Chair Updates**

Tray Robinson welcomed the UDC Membership.

Tray asked Kate Post to share a draft letter of support to our AAPI and International Asian Community on behalf of the UDC. We will send this letter to our AAPI and International Asian groups on campus.

Tray also shared that he and Michelle attended a CSU CDO Meeting and Chancellor Castro attended and spoke about his commitment to EDI work and that work force diversity from an EDI lens will be one of his main agenda items.

Tray suggested that we should look at developing EDI related ground rules or commitments that members of campus can use when engaging with each other (group setting or as individuals) as an opportunity to practice respect and civility among each other. This was mentioned because of the intensity and at times disrespect that has taken place on our campus as a result of the Presidential Task Force on Policing.

- **Affirmative Action Plan (AAP)**

Dylan Saake spoke about the Affirmative Action Plan annual report. This report pulls data from three places:

1. Current Workforce
2. Applicants for Jobs
3. Census Data (American Community Survey)

Compares workforce demographics with the demographics of the group who is theoretically “available” to perform a particular job.

The next steps are to audit selection processes to determine if diverse applicants are dropping out at a certain step in the hiring process. It is important to proactively recruit candidates, and to bring lecturer hiring processes into a centralized system.

- **Associated Students Updates**

Students were unable to attend this meeting.

- **Work Group Updates**

- **Increase Workforce Diversity and Funding**

Michelle Morris reported that retention efforts are being supported this year by a Chancellor’s Office Grant which has provided funding to seven campus faculty and staff associations and supported an early-career, diverse faculty learning community.

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

Susan Green was unable to report on this work group as she had to leave the meeting early.

- **UDC Communication Plan**

Kate Post reported that the Equity, Diversity, and Inclusion website is accepting ideas for new content. Kate is also working on how to communicate information to campus. The workgroup is also working on revising the EDI web-page – Teaching Resources and will ask UDC members to review the site and suggest edits.

## **Campus Climate Considerations**

Tray Robinson discussed that sophomores coming to campus in the fall will be similar to first year students coming to campus for the first time due to the pandemic. There needs to be some communication with the students from an EDI Lens.

Tray also talked about safety for AAPI and International Asian students.

- **Closing Remarks**

Tray thanked everyone for attending the UDC meeting and asked that the workgroups be prepared to give an update at the next UDC meeting. Tray spoke about the Chancellor, Dr. Castro and President Hutchinson speaking about the imposter syndrome at our upcoming Conversations on Diversity and Inclusion. Tray suggested that the UDC ask Dr. Castro to talk with this group in the future.

Tray and Michelle encouraged the membership to let their departments/campus units know what the UDC has been working on.

**Announcements - events can be found at <https://www.csuchico.edu/diversity/events/index.shtml>**

### **April 28**

Noon – 1 p.m.

CODI: The Foster Youth Experience

### **April 28**

4 – 5:30 p.m.

Women of Wisdom

### **April 28**

4 – 5 p.m.

Denim Day 2021 - Poetry Event with Thea Monyéé

### **May 5**

Noon – 1 p.m.

16th Annual Conversations on Diversity and Inclusion Awards

### **May 6**

4 – 5 p.m.

Angela Davis

### **Next UDC Monthly Meeting**

May 12, 2021 | 3:30 – 5 p.m.