



**President's Diversity, Equity, and Inclusion (DEI) Board
Steering Committee**

October 3, 2024 3pm-4pm

Meeting Room Location: AD – 107

Zoom: <https://csusb.zoom.us/j/85851943447?pwd=WWRJMDNTSHc4VHlyQWc2QkR1Y3Yzd09>

Meeting ID: 858 5194 3447 Password: 732257

MEETING ATTENDANCE (Check box if present for the meeting)

- | | |
|--|--|
| <input checked="" type="checkbox"/> Tomás D. Morales, President | <input type="checkbox"/> Rafik Mohamed, Committee Member |
| <input checked="" type="checkbox"/> Kelly Campbell, Co-Chief Diversity Officer | <input checked="" type="checkbox"/> Robert Nava, Committee Member |
| <input checked="" type="checkbox"/> Robin Phillips, Co-Chief Diversity Officer | <input checked="" type="checkbox"/> Paz Olivérez, Committee Member |
| <input checked="" type="checkbox"/> Bryan Haddock, Committee Member | <input checked="" type="checkbox"/> Sam Sudhakar, Committee Member |
| <input checked="" type="checkbox"/> Katherine Hartley, Committee Member | <input checked="" type="checkbox"/> Ben Dijkstra, DEI Board Administration Analyst |
| <input checked="" type="checkbox"/> David Dufault-Hunter, Committee Member | <input checked="" type="checkbox"/> Tanner Carollo, Guest |

MEETING AGENDA

1) HERI Survey Data

Tanner Carollo from Institutional Research and Analytics presented the staff and faculty climate data collected in March 2024. This marked the first time climate data was gathered for staff and the first time since 2014 for faculty. The data collection aimed to assess campus sentiments regarding diversity, equity, inclusion (DEI), and belonging, and to prepare for Cozen and WASC reporting. The committee reviewed the findings, identifying areas for improvement, and discussed potential solutions. President Morales approved the creation of a resource for employees to access this data, provided it could be securely protected and restricted to current CSUSB employees only.

2) Standing Committee Members – College Deans

A discussion was held to reinstate the deans of the colleges onto the DEI Subcommittees as standing members. The decision was approved by President Morales, Dr. Campbell will very with Provost Mohamed.

3) Fall Retreat Survey Review

The post retreat survey feedback was very positive, the members of the subcommittee appreciated the collaboration and sharing between subcommittees and mentioned wanting more opportunities to collaborate with different subcommittees moving forward. Kelly and Robin mentioned that they met with the subcommittee chairs on 9/30 and plan to continue these meetings throughout the year to support them. President Morales recommended archiving these results for future WASC considerations.

4) Newsletter Statistics

The inaugural newsletter was sent out on September 6th and was opened 988 times. The next newsletter will be sent at the beginning of the spring semester.

5) Sub-Committee Updates

- Alumni and Community Outreach – Nava
 - The Temecula Massacre event will take place on Thursday, October 17 from 5:30-7:30 in the Alumni Center Executive Board Room. Professor Tom Long will facilitate the event. Extra credit can be offered for attendance.
- Curriculum and Student Learning – Mohamed
 - Nothing to report.
- Programming – Olivérez
 - The committee met this week. One of their goals is to strengthen connection with affinity centers. The committee is also working on creating a rubric for funding requests.
- Student Recruitment, Retention, and Graduation – Dufault-Hunter
 - The committee is meeting to select areas to focus on this academic year.
- Staff Recruitment, Retention, and Development - Phillips, Sudhakar
 - The committee is working on several different areas including “does and don’ts of inclusive language”, the civility campaign, more advertising of gender-neutral bathrooms, and a list of interview questions. The committee will also be working with programming on create a “DEI Champion” program.
- Faculty Recruitment, Retention, and Development – Campbell
 - Dr. Campbell noted that the committee has all new leadership and is working on professional development and bonding activities. The committee will continue with the equity minded pedagogy that was started last year. The are also working on “training the trainer” DEI faculty visitations. They are completing the Faculty DEI awards and will be passing that information along to the Staff Recruitment, Retention, and Development committee so they can mirror the process for a staff equivalent.

Future Meetings:

- November 7
- December 5