

## DEI Staff Success Sub Committee Meeting Minutes

October 11, 2024 @ 2:00 pm via Zoom

### Attendees

Alisha Beal, Katherine Hartley, Pamela Moses, Robin Philips, Michelle Bell, Gerard Au, Jenny Sorenson, Ronnie (student member), Samuel Sudhakar, Sara Garcia

### Discussion

#### -Progress on All-Gender Restrooms

Brief timeline provided for all-gender restroom expansion and implementation of Senate Bill 142.

The current state of all-gender restrooms and lactation rooms across campus were also discussed, along with plans for the coming year including retrofitting the Pfau Library restrooms and enhancing the lactation room at Palm Desert's campus.

#### -Panel Discussions on Inclusive Facilities

Discussion included the inclusion of all-gender restrooms and lactation room locations on the DEI website, campus map, and the need to address the access of both more prominently to highlight the areas available. All new buildings on either campus will host all-gender restrooms as part of their building requirements.

#### -Measuring Effectiveness on DEI Spreadsheet

Goals set by the Staff Success Subcommittee will align with pre-set Strategic Plan DEI goals.

Effectiveness will be measured by KPI's such as website traffic, impact on campus community, feedback provided by participants in events such as the Civility Café, and an overall understanding of behavioral changes within the campus community surrounding DEI efforts. This method of tracking would also include data on reported conflicts, conducting surveys, and potentially tracking pledges and forum posts related to the campaign.

#### -Budget for DEI Award & Champions

#### -DEI handbook for managers & staff

#### -PDC sessions for DEI topics including Civility Campaign sessions

#### -Civility Campaign kick-off

### Budget

All budget requests and needs must be submitted to the DEI Steering Committee at the earliest opportunity of the board. Funding for the Staff Success Sub-Committee will be needed for DEI Staff Award and DEI Champions as discussed at the September meeting. All other funding requests will be discussed at the next meeting and should be discussed among the sub-groups assigned to various members of the sub-committee.

Jenny to connect with Dr. Caruthers Collins team regarding budget for DEI Staff Award (to mimic DEI Faculty Award)

### Roundtable

Alisha to update Ben on status of measuring success/effectiveness within sub-committee.

Katherine and sub-group for DEI Champions goal is scheduled to meet Tuesday, October 15, 2024

Michelle and sub-group for DEI Handbook schedule proposed through Doodle Poll

CiviliTEA Café will host its first session on October 17, 2024, at CGI 3<sup>rd</sup> floor terrace with discussions on pronouns and preferred names.

Campus Accessibility Board may be great members to consider for DEI Champions.

No additional comments, questions, or concerns presented by the board.

Next meeting scheduled for October 25, 2024.