



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

January 23, 2025 3:15pm-4pm

Meeting Room Location: AD – 107

Zoom: <https://csusb.zoom.us/j/9776172907?pwd=SHUrTGRXeE5KcGlwVFI5RVhycmMrQT09>

Meeting ID: 858 5194 3447 Password: 732257

MEETING ATTENDANCE (Check box if present for the meeting)

- | | |
|--|--|
| <input 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 | |

MEETING AGENDA

1) Spring Retreat

- The President's DEI Board spring retreat will be held on April 23rd in SMSU 217/218 from 9am to 12pm. Kelly Campbell discussed bringing a speaker to discuss the truth and reconciliation process used in South Africa after apartheid and relate this to the Truth and Racial Healing Center. Dr. Campbell is also planning to invite a faculty member to present along with our guest speaker. After the presentation we will allow time for the members of the board to debrief and discuss what they have heard. We will also have time for the chairs of each subcommittee to debrief on what the subcommittee goals and accomplishments were for the 24/25 AY. Katherine Hartley proposed opening the presentation up to campus via a webinar. Ben Dijkstra will investigate accommodating the webinar.

2) HERI Debrief Session – February 20

- On Thursday February 20th the Co-Chief Diversity Officers Robin Phillips and Kelly Campbell will host a presentation going over the HERI data and how is related to the CSUSB Strategic Plan. The first half will be focused on analyzing the data and how it relates to current strategic plan initiatives and then second half will allow for questions from the campus. This will help with strategic planning for the 2025/2026 academic year.

3) DEI Champions

- There was a discussion regarding the role the DEI Champions will play within their department. The main role would be to act as a liaison between the departments and the DEI Board to report on DEI initiatives taking place. The first step will be to identify someone in each division for this role.

4) Grey Wolf Salute

- CSUSB received an email regarding the Grey Wolf Salute, however a response was sent out regarding this topic on January 9th and did not require any further discussion.

5) Sub-Committee Updates

- Alumni and Community Outreach – Nava
 - i. Committee is meeting next on February 10th. The previous event was well attended and the committee is looking for one more event for the spring. VP Nava also asked how to evaluate the effectiveness of our DEI initiatives. Dr. Campbell recommended utilizing post event surveys and examining the Strategic Plan reporting. VP Phillips mentioned increased oversight from the CDOs on the subcommittees.
- Curriculum and Student Learning – Mohamed
 - i. Provost Mohamed was not in attendance.
- Programming – Olivérez
 - i. The committee is currently focused on assisting with affinity center event specifically with Black History Month.
- Student Recruitment, Retention, and Graduation – Dufault-Hunter
 - i. The committee is currently working on several initiatives including Super Sunday where four churches have been selected to attend. They are also working on new student events for the fall with Next Gen and Black Grad. Finally the committee is working on two MOUs for Dual Enrollment and admissions for the Soboba Tribe.
- Staff Recruitment, Retention, and Development - Phillips, Sudhakar
 - i. Lactation rooms are finished and advertised. The DEI handbook is in the works. DEI Champion program should be rolled out this academic year, the committee acknowledged that training will be needed for the champions. The staff DEI awards are still being worked on to determine the amount.
- Faculty Recruitment, Retention, and Development – Campbell
 - i. The committee invited nontenure-track faculty to apply for a conference award to support attendance at a DEI-related conference during the 2024–2025 academic year. There were 19 submissions and 7 winners were selected. The committee also met with the chairs of all departments to answer any questions and provide support with DEI concerns.

Future Meetings:

- February 13

- March 6
- April 3