



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

March 10, 2025, 2:00 pm-3:00 pm

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 checked="" type="checkbox"/> Tomás D. Morales, President | <input checked="" type="checkbox"/> Rafik Mohamed, Committee Member |
| <input checked="" type="checkbox"/> Kelly Campbell, Co-Chief Diversity Officer | <input type="checkbox"/> Robert Nava, Committee Member |
| <input checked="" type="checkbox"/> Robin Phillips, Co-Chief Diversity Officer | <input 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 spring retreat is still moving forward on April 23. However, changes have been made to the speaker. The originally planned speaker will be unable to receive her visa in time for the spring retreat; we will look into bringing her for the Fall retreat. Dr. Campbell presented an alternative option of bringing a panel of DEI experts from across the CSU system to campus. President Morales asked what the goal of the panel would be. Dr. Campbell and VP Phillips explained that the panel would address DEI issues on campus and how to work within the new federal laws. President Morales suggested bringing in a moderator and a member of the Civil Rights programming legal team.

2) CDO HERI Session Review

- The Co-chief diversity session on February 20th was well attended with over 130 RSVPs. The sessions discussed the data we received for the faculty and staff HERI data surveys that were conducted last spring. The feedback from the post-event survey was positive overall. President Morales asked if there were any standout issues. Dr. Campbell and VP Phillips discussed both faculty and staff feeling left out of policy decision-making and dealing with issues of discrimination. Dr. Campbell mentioned that the previous CDO session in Fall 2024 was specifically aimed at combating discrimination and including Institutional Equity and Compliance in discussing our anti-discrimination policy.

3) Subcommittee funding update

- **The Co-Chief Diversity Officers asked the Liaisons to follow up with their chairs to ensure that they**

4) Sub-Committee Updates

- Alumni and Community Outreach – Nava N/A
- Curriculum and Student Learning – Mohamed
 - i. The subcommittee is looking into a Culture Awareness App to help raise awareness for DEI events. The committee is also working on a video experience for study abroad students to record their experiences.
- Programming – Olivérez N/A
- Student Recruitment, Retention, and Graduation – Dufault-Hunter
 - i. The committee is looking at a tuition advantage to help students pay the difference between tuition and what is covered by financial aid. This program has been a big success at Fresno State and could help with recruitment of new students and retention of current students. Additionally, the committee is looking into outreach for faith-based communities.
- Staff Recruitment, Retention, and Development - Phillips, Sudhakar
 - i. The DEI Division Liaison program was discussed. The program has been a collaborative effort from four subcommittees. The goal is to have one for each division and college to act as a resource and promote DEI events. President Morales mentioned potential funding for professional development and possible conferences for members of this committee. President Morales also mentioned a long-term goal of having these liaisons to be able to present at division-wide meetings. The DEI Liaison program was approved and will move forward. Additionally, the next Civility Campaign event will take place on March 14th at Noon at the Coyote Commons.
- Faculty Recruitment, Retention, and Development – Campbell
 - i. The Faculty DEI Award has been created. Dr. Campbell inquired on the status of the Staff DEI award and VP Phillips informed the committee that it is also ready to go. Dr. Campbell suggested sending an email to campus the week of March 17th for nominations.

Future Meetings:

- April 3
- April 24 (DEI Board Retreat)