



A Message From the President

Welcome to the start of the spring 2025 semester! I am happy to share with you that our proudly public university's commitment remains the same, during this time and always: to serve the residents of the Inland Empire by providing a safe space to study and learn, as we remain committed to the values of diversity, equity and inclusion.

Our DEI efforts can best be effective if we have access to reliable and current data about those studying, teaching and supporting our educational mission. With that foundational understanding in mind, last year, CSUSB partnered with UCLA's Higher Education Research Institute (HERI) to gather strategic plan baseline and climate data for staff and faculty. HERI conducted this survey during the 2023-24 Academic Year. Staff and faculty participated in separate surveys with different sets of questions tailored to each group. Results from the surveys are available on the [Strategic Plan website](#).

In line with both our student success and DEI goals, which also impact our enrollment (a key focus for this and coming years), CSUSB has hired Dr. Brandon Gamble, the inaugural director of the Office of Black Student Success (OBSS). With over 20 years of experience in higher education and a passion for empowering Black students, Dr. Gamble will lead efforts to support academic success for Black students at CSUSB. The OBSS offers programs including peer and faculty mentoring, career connections and advising.

CSUSB holds one Commencement for both of its campuses, with multiple ceremonies to encompass all our students and their invited guests, arranged by college. The single Commencement itself underscores that we are one university and one student body, albeit an incredibly diverse body encompassing two physical campuses, a wide range of majors, and students from an expansive range of cultural, ethnic and racial backgrounds.

To respect that diversity, CSUSB has traditionally held a variety of affinity graduation events, where members of the graduating class can gather together in smaller groups to

celebrate their achievements. Affinity celebrations are therefore currently being planned for the days leading up to our May Commencement ceremonies. The scheduling of these individual celebrations will be announced later in the semester, but we anticipate that they will include:

- The Black Graduate Recognition Ceremony
- The Latinx Graduate Recognition Ceremony
- The Lavender Graduate Recognition Ceremony
- The Native American Graduate Recognition Ceremony
- The UndocuGrad Graduate Recognition Ceremony

Everyone on this campus has a role to play to keep our university moving forward in this positive and constructive direction, for the success and well-being of our students, faculty, staff and administrators.

Tomás D. Morales
President

Upcoming Events

Co-Chief Diversity Campus Event - HERI Data and CSUSB's Strategic Plan

Thursday, February 20, 2025

12:00 PM - 1:00 PM - Via Zoom

Pioneer Breakfast

Friday, February 28, 2025

9:00am- 11:00am - SMSU South Event Center

Leaders in Social Change Movements

Wednesday, March 26, 2025

12:00 PM - 1:30PM - SMSU North WRC #3314

Celebrating Filipino Culture

Saturday, April 5, 2025

4:30pm - 8:30pm - SMSU North - Conference Center

This is a text block. You can use it to add text to your template.

News & Announcements

New Lactation Space at the Palm Desert Campus

The Palm Desert Campus has unveiled a new dedicated lactation room in Indian Wells Theater Room 103, available during regular campus hours without reservations. This initiative, part of the CSUSB's Strategic Plan Goal 3, Diversity, Equity, and Inclusion (DEI), underscores a commitment to creating an inclusive environment that supports the well-being of all community members. Additional inclusive facilities, such as all-gender restrooms and meditation spaces, are detailed on the campus map available online.

Office of Black Student Success

Jalonis Taylor, a first-generation California State San Bernardino (CSUSB), embodies resilience and determination in his academic journey. Featured during the First-Generation College Celebration on November 8, 2024, his story highlights the challenges and triumphs that come with being the first in a family to pursue higher education. Taylor's experience serves as an inspiring testament to the power of support and perseverance, reflecting the broader reality of CSUSB, where more than 80% of students are first-generation college attendees. To read the full article, [click HERE](#).

Office of Tribal Relations

This fall and winter have been rich with meaningful events and recognition. On September 27, the Office of Government and Community Relations partnered with Hispanas Organized for Political Equality to host a regional Latina Empowerment Day, bringing together over 100 Latinas from the San Bernardino region alongside CSUSB faculty, staff, and students for a leadership development program. On October 17, the DEI Subcommittee collaborated with Alumni Affairs and the Office of Government and Community Relations to host an author talk on *The Temecula Massacre*, fostering connections across alumni and academic partners while uncovering California's complex past.

CSUSB celebrated Native American Heritage Month with a kickoff event on November 7, featuring Native American community members, including the Torres-Martinez Desert Cahuilla Indian Bird Singers and champion Hoop Dancer Nanabah Kadenehii. Additionally, on January 12, 2025, CSUSB was recognized by Chabad Rancho Mirage for its dedication to maintaining a safe environment for students. This acknowledgment highlights the university's commitment to fostering inclusive and secure spaces for all.



Civility Campaign

Promoting Civility on Campus

CSUSB is dedicated to creating a supportive environment for work, learning, and respectful behavior. The diversity of our university enhances campus life, creating a lively community where every individual's rights and dignity are valued. By promoting civility, we aim to foster an atmosphere of empathy, respect, and appreciation for the distinct differences each member of our community contributes.

Welcome to the CiviliTEA Cafe

MENU



<p><i>Tuesday</i> JANUARY 14 @ 2:00PM Facilitator: Dr. Timothy Akers Topic: Maintaining Civility in Difficult Conversations Location: Obershaw Dining Room - AC-205A</p>	<p>What's the TEA? Thoughtfulness Equity Awareness</p>
<p><i>Friday</i> February 14 @ 12:00PM Facilitators: Dr. Jordan Fullam & Dr. Jacqueline Coyle-Shapiro Topic: Communication Strategies & Navigating Conflict Location: Center for Global Innovation - CGI Room 110</p>	<p>What's the TEA? Transparency Encouragement Acknowledgement</p>
<p><i>Thursday</i> March 13 @ 12:00PM Facilitator: Ray Watts Topic: The Power and Impact of Coding in Communication Location: Jack Brown College - 2nd Floor Terrace</p>	<p>What's the TEA? Transformation Excellence Authenticity</p>
<p><i>Friday</i> April 18 @ 10:00AM Facilitator: Dr. Kelly Campbell Topic: Creating a Culture of Thriving Location: Center for Global Innovation (CGI) - Room 110</p>	<p>What's the TEA? Trust Empathy Appreciation</p>

Together, we can make our campus a more welcoming and respectful place for every one. Let's work together to build a community where kindness and respect are at the forefront of everything we do.

Tea and light refreshments served to participants*

*Food is served on a first come first served basis.
While supplies last.



Do you want to get involved?

If you are interested in presenting please email civility@csusb.edu.

Faculty Subcommittee Professional Conference Awards

The Faculty Recruitment, Retention, and Development subcommittee issued a campus-wide call for probationary tenure-line faculty to apply for funding to support professional development through conference presentations. Eligible applicants were required to present on DEI-related topics at conferences taking place between December 1, 2024, and May 31, 2025.

We received an impressive response, with 19 applicants submitting their information. After a thorough review, 7 recipients were selected to receive \$750 each to help offset the costs associated with their conferences.

This initiative highlights our ongoing commitment to supporting faculty development and advancing DEI-related scholarship and engagement.

DEI Faculty Fellows Update

In Fall 2024, the Faculty DEI faculty fellows continued their efforts to advance faculty DEI at CSUSB. These efforts focused on four areas that align with Goals 2 (Faculty Success) and 3 (Diversity, Equity, and Inclusion) in the Strategic Plan: recruitment, retention, evaluation, and training/briefings. Together, they worked on developing:

- 1) A more efficient hiring process.
 - 2) Using faculty data (e.g., HERI survey, Faculty Needs Assessment, Faculty Exit Interviews) to understand faculty's workplace experiences and how to increase retention.
 - 3) Participating in an RPT (Retention, Promotion, and Tenure) task force to improve faculty evaluation processes, policies, and practices.
 - 4) Creating brief high-quality videos highlighting best practices in faculty recruitment and evaluation. The DEI Faculty Fellows plan to develop best practices in faculty evaluation trainings/briefings for faculty, department chairs, and deans.
-
-

Introducing the DEI Repository

One of our initiatives this academic year is to develop a repository of campus members whose work is DEI focused. If you would like to be included, please send your contact information, position title, and description of your DEI work (e.g., teaching, research, service, community engagements, daily job functions) to deiboard@csusb.edu. In the subject line, please include DEI Repository. We look forward to hearing from you!

Message from the Co-Chief Diversity Officers



Welcome to 2025, Happy New Year!

As your campus Diversity Officers, our primary goal is to foster an environment where faculty, staff, and students feel a deep sense of belonging—not just within their immediate units but throughout the university. If you have questions, comments, concerns, or ideas about diversity, equity, and inclusion (DEI), we want to hear from you! Each semester, we hold information sessions to share updates on DEI initiatives and gather feedback. In addition, we're always happy to meet with you individually. At a time when crises are ever-present, it is important for us to rely on each other for support. If you did not already see it, [here is an email](#) we sent to campus each of the past two weeks, providing guidance regarding changing federal priorities and threats to our work. We encourage you to stay engaged with campus efforts, which include the civiliTEA events, equity-minded teaching and universal design in learning workshops, and many other events listed on our [DEI calendar](#). Together, we can make meaningful strides in creating an inclusive and equitable campus. Please don't hesitate to reach out—we look forward to hearing from you.

Do you have any feedback?

If you would like to contribute to the next DEI Board newsletter or have any feedback please reach out to DEIBoard@csusb.edu



|INTERESTED:CSUSB VIP:OSC| *|ELSE:|**Copyright* © *|CURRENT_YEAR|* *|LIST:COMPANY|*, *All rights reserved.*

You are receiving this email as a courtesy due to your existing relationship with Cal State San Bernardino. *|END:INTERESTED|*

|INTERESTED:CSUSB VIP:OSC| *|ELSE:|*[Update your profile](#) | [Unsubscribe](#) *|END:INTERESTED|*
|IF:REWARDS| *|HTML:REWARDS|* *|END:IF|*