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A Message From the President

Welcome to the start of the 2024-25 academic year! I would like to take the opportunity to reiterate what I shared with the campus community at Convocation recently.

First, know that, regardless of voices telling us that our nation's diversity is divisive or a distraction, we are continuing to double down on our diversity, equity and inclusion focus and efforts here at Cal State San Bernardino. Because, as reporting from the [movement advancement project](#) states, "at least 42 states have introduced over 440 bills attacking DEI in a variety of ways, and over half (23) of those states have enacted at least one such law or policy over that time frame."

We are incredibly fortunate to be located in a state which is also doubling down on the understanding that our diversity is our **strength**. In addition, I am thankful we live in a state which values the histories of all Americans and is not afraid to share them, regardless of their darker and painful aspects.

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student body feel at home and included on our campus. Both offices will be growing their services and offerings in 2024-25.

We have also just received some terrific news: *Excelencia in Education*, which is “committed to Ensuring America’s Future by increasing Latino college completion,” has announced that CSUSB’s Upward Bound program is one of 18 finalists in their “2024 Examples of *Excelencia*.” In addition, our “Dream Internship” has made their “Programs to Watch” list!

But this is an ongoing project, and the work continues. Therefore, today I want to express my appreciation for all the President’s DEI Board members who are stepping off the Board this fall, those who are returning (well-seasoned and experienced to lend their insights for another year), and all those who are joining the Board for the first time. Because their service on this Board **matters**.

DEI is one of the goals of the 2023-28 CSUSB Strategic Plan, which states:

- Objective 3.1: Uphold an unwavering commitment to an enduring DEI environment.
- Objective 3.2: Strengthen our culture of belonging, acceptance and appreciation for the unique characteristics and contributions of all students, alumni, faculty, staff and administrators.
- And Objective 3.3: Promote and support a campus environment that values and affirms human rights and protections for all members of our community.

Therefore, while DEI is the focus of this particular Board, the Board is not acting alone but is—in fact—partnering with the entire university community to ensure that we create and sustain an inclusive and welcoming environment to all who step onto our campus. This means not only in academics but students affairs, finance, capital projects, technology, fundraising, grounds and building maintenance, and on and on.

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,

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Tomás D. Morales
President

Upcoming Events

Below you will find DEI-focused events taking place on our campus this academic year. If you have one to add to the calendar, please email deiboard@csusb.edu.

[Panel Discussion on Representation in Graphic Novels](#)

Tuesday, September 23, 2024 from 12:00-1:00

Pfau Library - Faculty Center for Excellence - PL 4005

[A Place at the Nayarit: How a Mexican Restaurant Nourished a Community - Discussion with Dr. Natalia Molina](#)

Wednesday, September 25, 2024 from 12:00-1:00

Pfau Library - Faculty Center for Excellence - PL 4005

Dr. Natalia Molina, Distinguished Professor of History and Ethnic Studies at USC and a MacArthur Genius Award Winner, will discuss her latest book, *A Place at the Nayarit: How a Mexican Restaurant Nourished a Community*, which has won numerous awards. The library will give away copies of the book to students, who will have an opportunity to have them signed by the author.

[In Conversation with National Book Award Winner, Author and Educator, Jason Mott](#)

Wednesday, September 25, 2024 from 1:00-2:00

Zoom Link- [Register Here](#)

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Mad Kid. This event will be guest hosted and moderated by CSUSB Provost & Vice President for Academic Affairs, Dr. Rafik Mohamed.

Series organizers: Dr. Mary Texeira (CSUSB Sociology), Robie Madrigal (Pfau Library), Stan Futch (President, Westside Action Group), Dr. Jeremy Murray (CSUSB History), Matt Patino (Crafton Hills College Adjunct Faculty), Michael German (Brennan Center for Justice) Amber Broaden (CSUSB and CSU Dominguez Hills, Psychology). Click here to view previous panels in the Conversations on Race and Policing series ([link](#)).

Funding for this event comes from the Intellectual Life Fund and the Office of Academic Programs.

[The Temecula Massacre: A Forgotten Battlefield Landscape of the Mexican-American War](#)

**Thursday, October 17, 2024 from 5:30 - Reception 6:00- Lecture
Alumni Center Executive Board Room**

Join us for an insightful author talk with Gary DuBois, author of *The Temecula Massacre: A Forgotten Battlefield Landscape of the Mexican-American War*, and his co-author Lisa Woodward. They delve into the overlooked history of the Temecula Massacre, an event that claimed the lives of countless Native Americans in the aftermath of the Battle of San Pasqual. Their book uncovers the complexities of pre-statehood California and the cultural significance of the Temecula Indian Cemetery, one of the last remnants of this tragic event. Through unknown Tribal testimonies, detailed maps, and an accompanying documentary, the authors bring to light the untold stories of Native California. This talk offers a unique opportunity to explore a pivotal intersection of California and Tribal histories.

[Building Community Resiliency Across the Inland Empire through Partnerships & Workforce Development](#)

**Tuesday, October 29, 2024 from 12:00-1:15
Pfau Library - Faculty Center for Excellence - PL 4005**

Dr. Anita Gutierrez (Pomona City Manager) and Ms. Diana Alexander (Assistant Executive Officer for the San Bernardino County Administrative Office) will participate in a library-sponsored panel discussion titled

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[DEI Calendar](#)

News & Announcements

HERI Campus Climate Data

Last year, CSUSB partnered with UCLA's Higher Education Research Institute (HERI) to gather strategic plan baseline and climate data for staff and faculty. Results have been provided to Institutional Research for staff; the faculty reports will be provided soon. Reports for both groups will be made available on the Institutional Research website this fall and reported to campus during an information session scheduled for 11/12/24 from 12 p.m. – 1 p.m. in CGI 109. [Please click here to](#) register. We will repeat the HERI survey in Years 3 and 5 of our strategic plan implementation, and use the data to inform campus initiatives and assess progress.

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Strategic Plan Progress

CSUSB is now in Year 2 of its [2023-2028 strategic plan](#) implementation. Last year, the DEI Board and campus partners enacted 8 of the identified 16 strategies under Goal 3: Diversity, Equity, & Inclusion. Undertakings included the Welcome Black BBQ, Disability Lecture Series, Inclusion Day, and over 100 additional DEI-focused events which served campus and community members. We worked cross-divisionally to draft an inclusive language glossary that has been used to scan and optimize course titles, descriptions, and webpages. Five all-gender restrooms and a lactation room were added, with more planned for this academic year.

The Faculty Center for Excellence (FCE) offered the Equity-Minded Teaching (EMT) certificate and Equity-Minded Pedagogy (EMP) course, which collectively supported 85 faculty in developing inclusive teaching practices. Applications are now open for faculty who would like to participate this academic year. [EMT Fall 2024 registration \(Cohort A\)](#) and

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awareness and facilitate positive outcomes for our students. Numerous campus initiatives are underway to close equity gaps including our partnership work with the Gardner Institute on reducing curricular complexity, dashboard training sessions for faculty, and student supports, interventions, and outreach offered through ASUA.

We will be holding a session on November 12th at 12pm to update campus on our strategic plan progress, please register using this link: [Strategic Plan Update Session](#) .

Board Member Updates

We are delighted to introduce and welcome the new members of our DEI Board Subcommittees for the 2024-2025 Academic Year! Last year we did a call to campus to request volunteers for the six subcommittees and had a tremendous response. Our subcommittees are composed of over 80 dedicated individuals, including students, staff, faculty, and administrators, who bring diverse perspectives and a shared commitment to advancing diversity, equity, and inclusion on our campus. The board convened for their Fall Retreat on September 5th and discussed their goals for the 2024-2025 Academic Year.

The President's DEI Board includes 30 continuous members whose participation is based on their position, while the remaining members are appointed on a volunteer basis for a two-year term, with the option to serve an additional two-year term.

As we look forward to the contributions of our new members, we also want to express our heartfelt gratitude to the members who are departing after their service in the 2023-2024 academic year. Their dedication and hard work have been invaluable to our mission, and we appreciate the time and energy they have devoted to making our campus more inclusive and equitable.

We also extend our sincere thanks to everyone who were willing to serve for their interest and commitment to our community.

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President's DEI Membership

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!

DEI Spotlight - Office of Black Student Success

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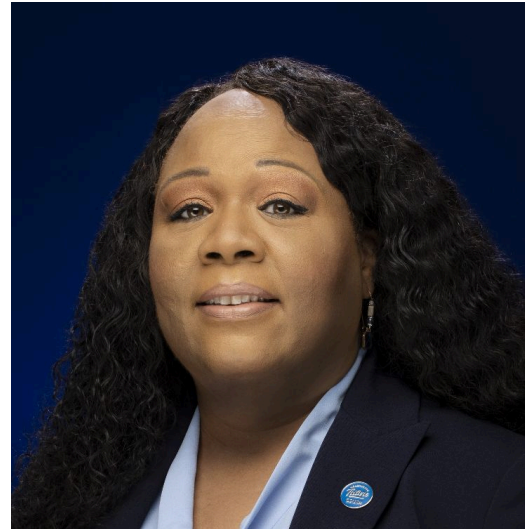
We are proud to announce the establishment of the Office of Black Student Success (OBSS) at CSUSB, led by Dr. Brandon Gamble as its inaugural Director. Dr. Gamble brings a wealth of experience and passion to the role, having championed Black student success throughout his career in higher education. The OBSS will provide a dedicated space for Black students to thrive. Here's what you can expect:

- **Programs and events** focused on academic achievement, career development, and cultural enrichment.
- **Mentorship opportunities** connecting students with peers, faculty, and staff.
- **Support services** like advising, financial aid assistance, and access to campus resources.
- **Collaboration** with Black faculty, staff, and student organizations, as well as community partners.

Dr. Gamble's vision is for the OBSS to foster a holistic and empowering environment for Black students at CSUSB. We warmly welcome him and look forward to the positive impact this office will have on our campus community.

For more information, visit the Office of Black Student Success website:

<https://www.csusb.edu/office-black-student-success>

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We are excited to be serving as your Chief diversity officers. We hope you have enjoyed our inaugural DEI newsletter. We will send newsletters at the start of Fall and Spring semesters. The communication is intended to be interactive—please use the deiboard@csusb.edu email to offer suggestions, ask questions, and provide content you would like included in future editions. If you want to chat further, feel free to join the sessions mentioned herein to continue the dialogue and/or schedule a 1:1 appointment. Additionally, if there are any questions about the newly implemented CSU systemwide Time, Place, and Manner policy please feel free to connect to further discuss this topic.

We eagerly look forward to seeing you at our upcoming campus and community events. These events are an excellent opportunity for us to come together and further our shared commitment to diversity, equity, and inclusion. Please join us on October 3rd from 12p-1p along with our IEC and Title IX Executive Director Steven Vasquez to discuss our new Anti-Discrimination Policy. with any questions you might have Have a wonderful, productive, and happy academic year!

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