

## **DEI Subcommittee on Student Recruitment, Retention and Graduation**

October 5, 2021

3:00 – 4:00pm

**Attendance:** Allbaugh, Beech, Bonner, Chuang, Carollo, Farrell, Graham, Hassija, Oh, Oliverez

- I. **Welcome & Happy October**
- II. **Review of DEI Retreat September 17**
  - a. [DEI Strategic Plan](#)
  - b. [Meeting Notes](#)
- III. **Discussion on Strategies for Each Goal**
  - a. Objectives as written in the DEI Strategic Plan
    - i. Goal 1: Solidify CSUSB's Innovative DEI Infrastructure
      1. OBJECTIVE 1.1: Identify key DEI concepts and competencies for CSUSB faculty and staff members.
        - a. Deliverables: Evidence of a formal university-wide delineation of three DEI concepts and three DEI competencies for faculty and staff members.
      2. OBJECTIVE 1.2: Train DEI consultants (or departmental consultants) to help academic departments better understand DEI goals in relation to their curricula.
        - a. Deliverables: Evidence of a trained cohort of DEI consultants that is prepared to do the following with academic departments:
          - a) bring awareness to DEI goals and b) connect those DEI goals to curricula.
    - ii. Goal 2: Create a Campus of Belonging
      1. OBJECTIVE 2.1: Implement DEI training requirements for all management, faculty and staff search committee members.
        - a. Deliverables: Evidence of: 1) A formal delineation of DEI training requirements for all management, faculty and staff search committee members; and 2) a formal policy and or procedure that institutes the DEI training requirements for all management, faculty and staff search committee members.
      2. OBJECTIVE 2.2: Identify identity-informed best practices for student success (retention, graduation).
        - a. Deliverables: Evidence of: formal delineation of six to eight identity-informed best practices for student success, as demonstrated by retention and graduation.
    - iii. Goal 3: Create a Closing the Equity Gap Plan for Underrepresented Minority Students

1. OBJECTIVE 3.1: Identify “closing the gap” efforts across CSUSB and possible partnerships to close equity gaps.
    - a. Deliverables: Evidence of: a) multiple “closing the gap” strategies and interventions across CSUSB and b) partnerships to close equity gaps.
  2. OBJECTIVE 3.2: Identify ways to make equity gaps more transparent and part of program decision-making.
  3. Deliverables: Disaggregate and analyze URM and socio-economic class data to develop appropriate interventions to close equity gaps.
- b. [Strategies from subcommittee discussions in April](#)
- i. These are built on Goals 2 and 3 (where this subcommittee can have the greatest impact)
  - ii. Include all of the suggested objectives from our discussion in April – prior to the setting of the DEI Strategic Plan

#### IV. Discussion/Questions