

DEI in Staff Recruitment, Retention and Development

September 17, 2021

Meeting Notes

I. Review subcommittee activities from 2020-2021 AY

a. Review Logic Model

- i. Pipeline with community partnerships
- ii. Subcommittee Files in Microsoft Teams
- iii. Peer Buddy Program
 1. Review existing mentoring programs for faculty and staff and alumni
 2. For staff new to higher ed, it can be very hard to navigate the environment
 3. Cross training what is going on in other colleges and on the campus
 4. However, it was used In the long run, was to break down silos
 5. Everybody has strong CSUSB pride
 - a. Deep-seeded rooted systems that do not encourage growth and improvement
 - b. Regardless of a position you can be a part of the family
 6. Creating environment is part of the department goals.
 7. Peer Advisory Group
 - a. Talent section
 - b. Models from other CSU's
 - c. Beyond onboarding
 - d. Continuing relationship building through 6 month and 12 month time period
- iv. Sudhakar
 1. Met with each employee, asked 4 questions and created a spreadsheet of responses. What drives the employees what makes them come to work? This type of conversation cannot happen in a group setting, and requires investment of time
- v. Moving Beyond Bias Training
 1. Campus-wide Bias Training
- vi. Minimum Qualifications
 1. Opportunities are scarce
 2. Applicant pool
 3. Qualification vs. experience
 4. How often are we auditing the job to see that the requirements are still applicable.
 5. Best practices for job cards
 - a. Templates for job cards
 - b. Gender Neutral modality

- c. Might not have years of experience but show aptitude differently.
 - d. Shouldn't have to leave campus to get experience
 - vii. Student and staff success
 - 1. Bring DEI Competence and Competencies
- II. Consider and plan for the 2021-2022 academic year**
- III. How subcommittee can accomplish objectives in each charge area**
 - a. Progressive Training
 - i. All hiring managers feel comfortable leading an initial DEI or implicit bias training
 - ii. Questions for the search committee chair to share with the team to share at the first meeting
 - iii. Who is completing the training?
 - 1. Have trainers who are culturally competent
 - 2. Strategic plan is specific to search committees
 - b. Project for the time being is the DEI training for search committees
 - i. Who views this training as box checking? Have them be part of the process so they have ownership.