

2ND PAVES THE WAY

March 5th, 2021

Paves the Way drew in over thirty (30) faculty and lecturers from JHBC as well as Dean Lawrence Rose and Associate Dean Anna Ni. Dr. Francisca Beer presented the faculty survey results with Dr. Gilna Samuel. The JHBC Office of Academic Equity also invited Dr. Donna Garcia to give a short presentation during the event.

Faculty Survey: During this event, Drs. Francisca Beer & Gilna Samuel presented how the survey was created, administered and the results. They identified articles and existing surveys, reviewed surveys and synthesized existing literature, developed initial survey, collaborated with Advocates to prepare final instrument, applied for IRB, and administered the survey. The survey was digitized by Dr. Melika Kordrostami. The survey was administered to 82 faculty members with several reminders. The response rate was 0.6219. It included closed-ended, open-ended and demographical (optional) questions. Faculty recognize that sexism is a problem in the college as it has been revealed that they have experienced or seen discrimination. At least 15% of faculty have witnessed discrimination against students, about 11% against staff members and over 30% against faculty.



Dr. Donna Garcia is a Professor of Psychology at California State University, San Bernardino (CSUSB). She obtained a Ph.D. in social psychology from the University of Kansas in June 2006. Her field of interest is diversity science and her program of research concerns the effects that cultural legacies of oppression have on psychosocial processes, which in turn advertently or inadvertently justify and maintain social inequality. She has received NSF funding for her research and applied work concerning faculty equity and diversity. She recently was a co-PI on a Diversifying the Faculty Grant (\$125,000) from the CSU Chancellor's Office. She is currently a co-PI on an NSF ADVANCE grant (\$1,000,000) and a Chancellor's Office Faculty Retention Grant (\$28,000). Dr. Garcia serves as the director of the new Diversity and Equity in Promotion, Hiring, and Tenure (DEPTH) Center at CSUSB, which has the primary goal of promoting faculty diversity, equity, and inclusion (DEI). Complementing her position in the Center, Dr. Garcia serves on her CSUSB's President's DEI Committee and chairs the DEI in Faculty Recruitment, Retention and Development Subcommittee.

Dr. Garcia's presentation topic was "Diversifying the Faculty: Myths and Realities". She presented on common myths about faculty diversity and provided evidence that contradicts those myths. She also discussed some key best practices that can advance the goals of achieving and retaining a quality and diverse faculty body.



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