DEI Subcommittee on Student Recruitment, Retention and Graduation

March 23, 2021

2:00 – 3:30pm

1. Welcome & Happy Spring
2. Review of DEI Executive Board Meeting – Updates on our Objectives
   1. Final overall objectives
   2. Future of the objectives created by the team
3. Breakout rooms
   1. Building Proposed Strategies from the Objectives
      1. [Notes Group 1](https://docs.google.com/document/d/18ZU2tmI3uuYOEBB4mf4fiHJCLb2vPzgQEsX7DXu1aQg/edit?usp=sharing)
      2. [Notes Group 2](https://docs.google.com/document/d/1YEGkn3jxMNhikYpeR6NSTueXTaT5tVsJ5XkfPEVyM-s/edit?usp=sharing)
   2. 20 min of Goal 2
      1. **Goal 2: Create a Campus of Belonging**
         1. OBJECTIVE 1  
            Naming of intentional spaces, programs and resources that support and welcome Black, Indigenous and People of Color (BIPOC) students, faculty and staff across their multidimensional identities in the pursuit of creating community at CSUSB.
         2. OBJECTIVE 2  
            Identity-informed practices that demonstrate to prospective students, faculty, staff and to the community that CSUSB is a place that welcomes and honors individual experiences and identities that results in the recruitment and retention of a diverse campus community.
         3. OBJECTIVE 3  
            Develop strategies, intentional relationships and greater opportunities for identity-informed mentorship. These relationships should promote confidence, empowerment, connection, personal engagement and community building.
         4. OBJECTIVE 4  
            Lean in to the lived experience of our students, faculty and staff at CSUSB by recognizing that individual identity will impact their campus story. Spaces, materials, aesthetic and narratives should reflect these experiences broadly and authentically.
   3. 25 min on Goal 3
      1. **Goal 3: Create a “Closing the Equity Gap” Plan For URM Students**
         1. OBJECTIVE 1

Deconstruct and define data around equity gaps as currently used by the institution to create and communicate a common data and definitions to move the institution toward achieving racial justice in educational attainment.

* + - 1. OBJECTIVE 2

Promote Data Transparency on Equity Gaps so decisions and program changes are informed by the experiences of BIPOC students at CSUSB.

* + - 1. OBJECTIVE 3

With an intentional racial justice lens, increase and sustain outreach, recruitment and retention efforts for BIPOC communities

* + - 1. OBJECTIVE 4

Create a system of culturally relevant mentorship for BIPOC students which supports them holistically so their intersectional identities are honored and prompts their educational goals and degree completion.

* + - 1. OBJECTIVE 5

Co-create academic resources and materials that create space for student engagement that is reflective of, recognizes and honors the perspectives of BIPOC students.

1. Group Discussion on Proposed Strategies

1. Enjoy the week and spring break for those taking the time