



Diversity, Equity & Inclusion (DEI) Board Meeting Minutes

May 14, 2021

8:00 a.m. – 10:00 a.m.

Attendees: Beech, Bonner, Bookman, Caruthers Collins, Chacko, Chao, Chuang, Daniels, Davidson-Boyd, , Dildar, Durr, Felix, Freer, Fundell, D. Garcia, R. Garcia, Gaylord, Graham, Hartley, Hassija, Jones, Langford, Lappin, Lopez -Wagner, McMahan, McMahon, Mersman, Minor, Mohamed, Morales, Moran, Moses, Muhtaseb, Murillo, Nicado, Ocampo, Oh, Okoh, Olivérez, Pantula, Podolske, Ramirez, Reyes, Roberson, Springer, Sudhakar, Sylva, Weber, White, Yang, and Yildirim.

Absent: Alvarez, Badiie, Becerra, Diaz-Rodriguez, Farrell, Garza, Gilbert, Henley, Knox, Landrum, Long, Mercado, Montejano, Nava, Navarette, Pisal, Rocha Valladares, Stevenson, Stumreiter, Walls, Woolsey

Guests: N/A

Welcome and Opening

- President Morales welcomed the Board and opened the meeting by informing the Board that the University has been applauded for its efforts and commitment to the DEI mission. He then stated that Dr. Rona Halualani has mapped out a more robust and collaborative way of strategically building diversity, equity and inclusion into the institutional structure of CSUSB. It is recommended that the Board's efforts be focused on the development and implementation of a diverse strategic plan by creating one centralized unit that will more effectively coordinate DEI activities to achieve maximum impact. President Morales then reminded the Board that the innovative and amazing objectives that were previously provided by board members might not initially be in the

new plan but will be revisited as part of the ongoing work of the Board and Subcommittees. President Morales announced that everyone on the Board will receive a copy of Ibram X. Kendi's book, "*How to be an Antiracist*" and is encouraged to read it over the summer. Additionally, a retreat will be held this fall for the Board to lay out next steps. All of this work places the university on a path toward deeper institutional self-evaluation and progress with an aim of emerging as a stronger, better version of our campus community where, as always, we provide an inclusive environment that promotes our upmost mission: student success.

DEI Strategic Plan Presentation

- The Board reviewed the final DEI strategic plan. It was suggested that using language such as "closing the gap" in the goal tends to foster deficit thinking. It was suggested that the verbiage should read "dismantling the gap." Vice Provost Yildirim recommended speaking to the subcommittees about substituting the language.
- The DEI Strategic Plan is a living document that reflects initiative and good intentions for the university. It was suggested that there should be a dictionary for specific terms in the goals that create misinterpretation. The dictionary would help improve communication and speed up progress. Dr. Graham encouraged the Board not to get stuck on analysis and move forward to strategies whenever they go into breakout rooms. President Morales wanted the subcommittees to identify a scribe and have them take meaningful notes that would be uploaded into the DEI website for transparency.

Subcommittee Breakout Sessions – Goals/Plans for Fall 2021

Alumni and Community Outreach Subcommittee

Under Goal 1 - Solidify CSUSB's Innovative DEI Infrastructure, the objectives established include training the DEI consultants to help academic departments better understand DEI goals in relation to their curricula, encourage alumni and other external stakeholders to participate in training to provide real-life, local, community perspective examples and to share resources available on campus and off campus to assist with the DEI initiative.

For Goal 2 – Create a Campus of Belonging, the subcommittee would like to identify identity-informed best practices for student success (retention, graduation), raise funds for multi-year scholarships for students from underrepresented and other vulnerable populations, and build a social justice/DEI practicum to help faculty connect their students with off-campus partners for real-world learning experiences.

Finally, for Goal 3 – Create a Closing the Equity Gap Plan for URM Student, the subcommittee would like to identify “closing the gap” efforts across CSUSB and possible partnerships to close the gaps. They would also like to establish an endowed internship program to support paid experiential opportunities for students and invest in and diversify the Alumni Association’s online mentoring program to encourage traditionally underrepresented students on their path to graduation, assist them with internship and career placements, and help them pursue graduate school opportunities.

Programming Subcommittee

The focus of the committee was placed on the importance of having a voice in goals and objectives and specifically how the committee impacts goal 2 – a Campus of Belonging. The committee plans on discussing how to tie celebrations and cultural work to academic courses over the summer. Creating a lexicon of terms for the DEI subcommittee is also important to establish.

Under Goal 3, there should be institutional support (financially) for DEI initiatives. the addition of a pre-admissions process through career placement to focus on DEI was recommended. Recruitment, admissions and pre-college programs should have a focus in DEI work and be intentional in the language. It will be imperative to collaborate with K-12 institutions. The financial contributions from institutional support is vital for DEI initiatives. It would also be nice to be able to create DEI transcripts for students.

Student Recruitment

For first objective in goal 1, the committee recommends the tenure process include demonstrating the three competencies as part of the review process and by doing so, faculty will have a core understanding of why the competencies are critical to teaching at CSUSB. The idea is that they will understand the population served in a more holistic

way and their materials and syllabi will bend to support the student they are serving. It is important to hire and retain diverse faculty and staff and then train them on the DEI knowledge CSUSB wishes for them to have. Each academic department should include their commitment to DEI concepts in their mission and have outcomes. As a result, there will be a through understanding and embodiment of the core competencies in coursework, scholarly output, programming/initiatives and how we serve students. For the second objective for goal 1, the subcommittee wishes to see curriculum changes which include integrating DEI concepts into general education and major courses, including a DEI statement in all syllabi, incorporate DEI concepts into a graduation or thesis projects, include senior courses related to DEI concepts and determine a way to measure areas of DEI strength and weakness (course GPA) so steps towards equity can lead to overall improvement and understanding. Finally, for Goal 3 – Create a recruitment, admissions, and pre-college programs should have a focus on DEI work. College preparation must start in elementary and middle schools to help future progress. We will need to collaborate with K-12 institutions. The finance from institutional support is vital for DEI initiatives. We will need access to more relevant data and will slice the information for different groups.

Report Out

- **Alumni** – Director Podolske is hoping that the goal to create a campus of belonging will attract a larger population that will create valuable contributors to the mission. The Director is also hoping that a multi-year financial support, DEI or social justice component scholarship will be implemented.
- **Curriculum** - Dean Mohamed suggested that making committees more inclusive to experienced staff and students might help DEI perspectives. The Board must help make the progress of the goals more accessible to faculty as some are not aware of the gaps. Once faculty are aware of the gaps, they will work closely on deeply working on those areas. There needs to be a total integration of DEI goals into the university's infrastructure. It should be implemented into student curriculum and student centers and ultimately into classrooms.

- **Faculty Recruitment** – Principal Investigator Garcia also highlighted the importance of the transparency in initiatives and progress. Inclusive language will help collaboration and ongoing difficult conversations. In Goal 1.2 we need to have departments promote diversity, develop inclusive environments, and develop subcommittees on a departmental level to discuss how to include DEI in curriculum. Providing faculty with training on how to handle pushback on controversial topics may be helpful. Prepare faculty by providing everyone with leadership training including those who serve in all faculty leadership roles.
- **Programming** – Assistant Director Chacko suggested that a glossary of terms be created to ensure there is campus wide communal language. Goal 2.2 there needs to be more established partnerships with education centers that will motivate and guide students through undergraduate and graduate studies. Several current partners participated this Spring and provided the first multi-cultural recruitment data.
- **Staff Recruitment** – Director Casis-Woidyla wants to focus on three things. For 2.1, it is important to change the language to an objective to solidify it and have training in place. With 1.1, once concepts and competencies have been identified, training hiring managers will lead to them selecting chairs who are committed to DEI. It was mentioned that the Faculty Senate FAM is a flawed policy by not ensuring faculty committees are diverse.
- **Student Recruitment** – Associate Vice President Springer discussed that her group only made it through Goal 1 in the breakout room with the time that was given. It might have been helpful to start with outcomes from sub goals and then create strategies. Having a clear understanding of what competencies means would help improve conversations. Objective 1.2 has some data that can be better refined and by doing so could help determine how to close gaps in academic curriculum.

Closing

- Associate Provost Yildirim thanked everyone for participating and is looking forward to future input. President Morales reminded the Board that the new plan is a living document that will continue to change as progress is made. The fall retreat will be facilitated to launch the work that will need to happen next year. This is the beginning of the journey.