

DEI in Alumni and Community Outreach
Friday, September 17, 2021

Attendance: Pam Langford, Julie Lappin, Pamela Moses, Enrique Murillo, Robert Nava, Bailey Stumreiter, Shelby White, Roger Woolsey

Purpose

Review work to date and make updates, as needed, after reading “How to be an Anti-Racist” and hearing from its author, Dr. Ibram Kendi.

Key Takeaways

1. Much of the work in the subcommittee’s plan already is well underway.
2. Added “timeline” and “responsible” area to each strategy in the subcommittee’s plan.

Next Meeting

To be determined

Discussion

Members welcomed to the subcommittee Bailey Stumreiter, a graduate psychology student.

For all strategies, “timeline” and “responsible” units were noted.

DEI Goal 1: Solidify CSUSB’s innovative DEI infrastructure

Subcommittee Objective 1: *Inform and educate all CSUSB external boards of the DEI initiative, and support their development and implementation of plans to diversify membership and embrace the DEI initiative.*

Suggestions/Actions:

1. Agreed to pilot a gap analysis with the Philanthropic Foundation Board and the Alumni Association Board.
2. Restated strategy 3 to include all new and continuing board members in a culturally sensitive and inclusive orientation program.

3. Agreed we need a web page where work of external boards is available and where resources for those boards can be easily accessed.
4. Lappin suggested that we refer to the Chancellor's Executive Order regarding centers and institutes for help with defining what qualifies as an external board.

DEI Goal 2: Create a Campus of Belonging

Subcommittee Objective 1, Strategy 1: Stage an annual "State of the University" event to recognize, inform and engage community leaders, elected officials, alumni and others on university initiatives and developments.

Suggestions/Actions:

1. Re-state: Pilot a "State of the Campus" at PDC.

DEI Goal 3: Create a "Closing the Equity Gap" Plan for URM Students

Subcommittee Objective 2, Strategy 3: In coordination with the CSU system office, advocate for or against state legislation that impacts traditionally underrepresented minority students.

Suggestions/Actions:

1. Re-state: ...advocate for/against state legislation in line/not in line with DEI values

Subcommittee Objective 3, Strategy 2: Increase URM recruiters to campus to facilitate career workshops and information sessions and to interview students.

Suggestions/Actions:

1. Re-state this strategy: Increase URM recruiters to campus and virtually to facilitate career workshops....