CALIFORNIA STATE UNIVERSITY
SAN BERNARDINO

Diversity, Equity & Inclusion (DEI) Board Meeting Minutes
October 23, 2020
1:00 p.m. – 5:00 p.m.

Attendees: Alvarez, Badiee, Banuelos, Barragan, Becerra, Beech, Bonner, Bookman, Carollo, Caruthers Collins, Chacko, Chao, Chuang, Daniels, Davidson-Boyd, Diaz-Rodriguez, Dildar, Farrell, Felix, Fenelon, Freer, Fundell, D. Garcia, R. Garcia, Garza, Gilbert, Graham, Hartley, Hassija, Henley, Jones, Knox, Landrum, Langford, Lappin, Long McMahan, McMahon, Mercado, Minor, Mohamed, Montejano, Morales, Moran, Moses, Muhtaseb, Murillo, Najera, Nava, Navarette, Nicado, Ocampo, Oh, Okoh, Olivérez, Pantula, Podolske, Ramirez, Reyes, Roberson, Rocha Valladares, Springer, Stevenson, Stumreiter, Sudhakar, Walls, White, Yang, and Yildirim

Absent: Casis-Woidyla, Pisal, Woolsey
Guests: Rona Halualani, Muriel Lopez-Wagner, Jennifer Mersman, Judith Sylva, Clare Weber

Welcome

- President Morales launched the new Diversity, Equity and Inclusion Board by welcoming the new members. The formation of the board was based on the University Diversity Mapping Study conducted by Dr. Rona Halualani of Halualani and Associates. President Morales emphasized that the commitment to Diversity, Equity and Inclusion are reflected in the Universities core values and the Strategic Plan and the charge of DEI board is to promote the principles within the DEI Strategic Plan. The composition of the DEI Board was introduced and contains six subcommittees with assessment being a critical component to monitor progress. Thanks, were given to the previous committee members of UDC and CODIE for their work.

Definition Word Cloud – DEI Officers

- Dr. Graham welcomed everyone and introduced a word cloud activity. The purpose of the activity was to demonstrate similarities and differences that people may have when defining diversity, equity and inclusion. The drafted definitions of belonging, diversity, equity, inclusion, inclusive climate, and social justice were shared with the board as well as a resource list and a 5-week DEI Challenge which included ways to incorporate DEI methodology into daily life.

Diversity Mapping Report, DEI Strategic Plan, DEI Overview and Resources

- Dr. Halualani introduced herself and discussed the link between mapping and strategy. She shared a PPT slide – Diversity Change Order and proceeded to explain what is involved in each ordered step. CSUSB is currently in 2nd Order and in order to proceed to 3rd Order, an inaugural DEI Strategic Plan needs to be completed along with impact determination. Dr. Halualani discussed the 3 achievable goals she's identified, given the short timeframe of 16-18 months (based on Strategic Plan timeline 2020-2022); solidifying infrastructure, belonging, and closing the equity gap.

  10-minute break.

Board Structure and Subcommittee Charges and Expectations

- AVP Najera announced that a lot of thought was given to the structure of the organization and the work will happen within the 6 subcommittees to make the necessary longitudinal changes. Thorough research of other universities helped guide the membership terms of the subcommittees with most positions holding a renewable 2-year term. Monthly meetings are also an expectation of the subcommittees with the steering committee shepherding the process along. The Chairs will update the Executive Committee on the progress of the subcommittees and the Students, Faculty, and Staff will support the university in recruiting, retaining, and developing faculty, staff and students that support the mission.

- The composition of each subcommittee was laid out and informed that it is the charge of the Chair and Vice Chair to ensure the subcommittees have working meetings, think broadly about diversity and think about diversity mapping at the institution. Each year, the board will write an annual report to review work and check progress.

Data Presentation

- Mr. Carollo presented the DEI Data and Trends presentation and identified the numbers are based on headcount not FTE status as well as focused on URM, Pell Grant and first-generation intersectionality. The committee engaged in conversation regarding self-reported identification factors and how that data can be pulled for both staff and faculty. Dr. Morales emphasized that there must be a strong intentionality when looking at the two most underrepresented groups CSUSB serves which are African American and Native American students. Most of the work will be done at the committee level.

Assessment Overview

- The purpose of the assessment committee is to build assessment capability. The Theory of Change Roadmap gathers multiple perspectives and incorporates perspectives of those impacted by strategies. When developing theory of change, use the logic model for an outcomes assessment.
- Dr. Moses presented a model to use as a framework then explains you work from right to left, first by identifying the change you want to produce then work backwards to identify how to measure then engineer. It was noted that sometimes interventions have unintended consequences. In this case, when focused on positives and learning, outcome assessments can also be sensitive and have unintended consequences.