



Diversity, Equity & Inclusion (DEI) Board Executive Committee Minutes

December 10, 2020

2:00 p.m. – 3:00 p.m.

Attendees: Rachel Beech, Jacob Chacko, Douglas Freer, Donna Garcia, Daria Graham, Katherine Hartley, Pam Langford, Julie Lappin, Rafik Mohamed, Tomás Morales, Alex Najera, Sam Sudhakar, Seval Yilderim.

Absent: Casis-Woidyla, McMahan, Moran, Nava, Olivérez

Guests: Rona Halualani, Rina Nolasco

Review Feedback

- Dr. Rona Halualani of Halualani and Associates presented trends in feedback received from the MPP Leadership Retreat. Dr. Halualani inquired about feedback on information, asking for clarification, and wanting campus and non-MPPs to understand the widespread importance of the DEI mission. Additional feedback emphasized the need for more explanation about DEI roles and board structure. The retreat served as educational awareness. A very important point about including student voices, boards and diversity structure was mentioned as well as the need for assessment.
 - For Goal 1, CSUSB will re-engage the notion of what diversity, equity and inclusion means to them and will also need to narrow down and focus on objectives for Goal 2.
 - Goal 2 starts with recognizing and valuing people and for Goal 3, closing the equity gap, there are challenges especially for those who serve international students.

- The Executive Committee should consider scheduling a late-January or early-February meeting with the subcommittees with the intent of teaching them how to engage and educate the campus community.

Finalize Three Goals

- After some discussion, the committee decided that Goals 2 and 3 will be essential whereas Goal 1 is based on organizational structure which is achieved through the assignment of the three DEI Officers.
- Several groups suggested to add a period after “belonging” to avoid excluding anyone which would fundamentally change the goal.

Subcommittee Objectives for Each Goal

- To continue to create a sense of community, it was recommended that open forums at the college level might allow for the greatest turnout and engagement in comparison to a broad “faculty open forum.” It is also important that the subcommittees feel engaged. Dr. Halualani will work on a revised “goal areas” document so the subcommittees can see it and provide input.

Subcommittee Updates

- The Student Recruitment, Retention and Graduation Subcommittee has a meeting in the upcoming week to focus on retention and graduation rather than recruitment. The Faculty Recruitment, Retention and Development Subcommittee met a few weeks ago and will meet again next week. The goal of the next meeting is to gather information into a cohesive framework. The Staff Recruitment, Retention and Development Subcommittee met this week and reviewed 4 objectives which focused on improving pipeline, tracking diversity hiring, focusing on issues of inclusion for staff including training, and a large project involving a peer mentorship program for staff inclusion and cohesion. Their next meeting is scheduled for January 19, 2021.

- The Alumni and Community Outreach Subcommittees purpose is to engage and include alumni and community partners in the DEI process. The committee met last month and shared information regarding alumni chapters, the Coyote Network, and the benefits of student internships, successful retention and grad students in STEM. Their next meeting scheduled for January 21, 2021 which will include VP Nava introducing an article on how to engage alumni and Roger Woolsey from the Career Center.
- The Curriculum and Student Learning Subcommittee recently met and focused on a series of questions. What is happening nationally? What data do we have and what do we need? and If student learning isn't confined to the classroom, should we extend to the campus community? ASI also conducted a student survey about what they are looking for in DEI.
- The Programming Subcommittee met in early November and assigned homework for a list of terminology. The current goal is to bring together existing programs, work with Campus Coyote Connection to establish a place to display the DEI mapping. Additionally, the subcommittee will be hosting black history month in February.

Other

- Before concluding, the chairs were reminded that discussions in subcommittees should relate back to the DEI Strategic Plan and notes should be sent to Julie and Katherine until a DEI Board Coordinator is hired.