

California State University, San Bernardino
President's Diversity, Equity, and Inclusion (DEI) Board Meeting
Staff Recruitment, Retention, and Development Subcommittee
January 19, 2021

Present:

Alvarez, Bookman, Casis-Woidyla, Daniels, Durr, Felix, Freer, Garcia, Jones, Moses, Okoh, Reyes

Announcement

1. Casis-Woidyla announced Durr replaces Najera as Interim Associate Vice President of Human Resources and Co-Chief Diversity Officer.
2. Casis-Woidyla announced participation in National Day of Racial Healing offered through the W.K. Kellogg Foundation.

Presentation

1. Website: Garcia unveiled the new DEI website and shared the link (<https://www.csusb.edu/diversity-equity-inclusion>).
2. Alvarez and Daniels presented responses to guiding questions around Theme 1, Develop pipeline through community partnerships for underrepresented groups, including suggestions for how to connect with leaders at partner organizations to promote community engagement and build relationships with our community partnerships (on and off campus).
3. Garcia, Reyes, and Moses presented their logic model template on Theme 2, Tracking Diversity Hiring; monitoring of candidate pools; conducting periodic reviews of demographics; creating a dashboard.

4. Bookman, Jones, and Okoh presented their logic model template on Theme 3 regarding Bias Training for new employees and search committee members.

5. Bookman, Okoh, Felix, and Casis-Woidyla presented their logic model template on Theme 4 regarding the design of a peer buddy/mentor program for new hires to acclimate to the campus culture.

All subgroups encouraged subgroups to complete logic model template, add timeframes, and draft objectives.

Minutes prepared by Garcia and Casis-Woidyla.