

**California State University, San Bernardino**  
**President's Diversity, Equity, and Inclusion (DEI) Board Meeting**  
**Staff Recruitment, Retention, and Development Subcommittee**  
**December 8, 2020**

**Present:**

Alvarez, Bookman, Casis-Woidyla, Daniels, Freer, Garcia, Jones, Moses, Najera, Okoh, Reyes.

**Absent:**

Felix.

**Announcement and Report**

1. Associate Vice President Najera announced Casis-Woidyla replaces Banuelos as Chair and Okoh replaces Casis-Woidyla as Co-Chair of DEI Staff Subcommittee.
2. Vice President Freer provided clarity on the staff subcommittee's charge and deliverables.
3. Freer, Najera, Reyes, Alvarez, and Casis-Woidyla who attended the MPP Leadership Retreat shared their recollection of the content as it pertained to the DEI staff subcommittee focus.

**Presentation**

Casis-Woidyla shared themes that emerged from the 10/23/2020 DEI Board Retreat, Breakout Session and solicited committee members to serve on subgroups:

Theme 1: Develop pipeline through community partnerships for underrepresented groups (Alvarez and Daniels).

Theme 2: Tracking Diversity Hiring (Reyes, Garcia, and Moses).

Theme 3: Pilot the Beyond Bias Training (Okoh, Jones, and Bookman).

Theme 4: Design peer buddy/mentor program for new hires to acclimate to the campus culture (Felix, Casis-Woidyla, and Bookman).

Minutes prepared by Garcia and Casis-Woidyla.