**Notes from Diversity, Equity and Inclusion Initiative**

**Meeting of the Subcommittee on Alumni and Community Outreach**

Thursday, April 15, 2021

**CSUSB Participants**

Pam Langford (Chair)

Enrique Murillo (Vice Chair)

Robert Nava

Julie Lappin

Diane Podolske

Shelby White

Roger Woolsey

Crystal Wymer-Lucero

**Absent**

Bill Stevenson

Marisol Guzman

**Purpose**

Finalize the Subcommittee’s strategies.

**Key Takeaways**

* The next DEI Board meeting will take place May 14.
* The DEI Steering Committee is working with the Office of Strategic Communication on a communication plan. This will be shared once it is completed.

**Next Steps**

* Begin to consider how we will coordinate with the other subcommittees.
* **Langford** will connect with **Nava** to include international students in the DEI Subcommittee objectives and strategies in goal 3, as well as add the fundraising objectives under goal 2, objective 3.
* **Wymer-Lucero** will send in changes and suggestions for Goal 2, Strategy 2 by 4/23/2021.
* **Podolske** will send in suggestions for Objective 2, strategy 1 and 3 by 4/23/2021
* **Langford** will finalize objectives and forward these to the Executive Committee for its May 14 meeting.

**Discussion Points**

**Nava**: In the 4-15-2021 DEI Board Lunch-In Session*, Addressing Current Issues through a DEI Lens,* the issue of two African-American students being questioned by Campus Police in a recent incident was discussed. The question arose: How is our university responding to the recent minority attacks by police?

A letter is being prepared by the President’s Office regarding the George Floyd case verdict. It is planned to be released within an hour of the verdict. As a subcommittee, what is our role in this? What is CSUSB doing?

**Follow-up:** Verify our staff and students have access to professional counselors and group healing sessions/circles are provided. The university can lead the community and be an example on-and-off campus.

**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.*

***Strategy 1:*** *Conduct a gap analysis of existing board composition to identify the experience and competencies of the board, as well as identify stakeholders who are not represented.*

***Strategy 2:*** *Develop a policy statement regarding DEI for the board that makes the case for a shared vision and how the board’s work will benefit by aligning to this commitment.*

***Strategy 3:*** *Establish an effective culturally sensitive and inclusive onboarding program for new board members from traditionally under-represented groups to help them quickly acclimate and navigate the board and institutional culture.*

***Strategy 4:*** *Schedule regular study sessions, trainings and speakers for the board on issues of the DEI initiative.*

***Strategy 5:*** *Regularly communicate to the campus community the work of the university’s external boards in this and other areas.*

**No changes suggested**

***Subcommittee Objective 2:*** *Continue to expand and build relationships with community organizations, including organizations that serve or represent under-served communities.*

***Strategy 1:*** *Identify community organizations that support under-served communities, and then determine whether the university has partnered or should partner with these organizations.*

***Strategy 2:*** *Develop a DEI laboratory of practice to engage faculty and graduate students in assisting off-campus partners with their DEI initiatives.*

**No changes suggested**

**DEI Goal 2: Create a Campus of Belonging**

***Subcommittee Objective 1:*** *Invite and match elected and appointed officials, accomplished alumni role models, and regional leaders to speaking and engagement opportunities that inspire and encourage students, faculty and staff and that introduce campus community members to differing viewpoints.*

***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.*

***Strategy 2:*** *Be intentional in diversifying alumni participation in the Alumni Professor for a Day program.*

**No changes suggested**

***Subcommittee Objective 2:*** *Invest in, expand and diversify the Alumni Association’s online mentoring program to encourage traditionally underrepresented students on their path to graduation, assist them with internship and career placements, and help them pursue graduate school opportunities.*

***Strategy 1:*** *Secure a permanent revenue stream to grow and sustain the Alumni Association’s online mentoring program.*

**Wymer-Lucero: Crystal will send changes and suggestions by 4/23/2021.**

***Subcommittee Objective 3:*** *Prioritize in the university’s fundraising campaign securing scholarships for vulnerable student populations and establishing an endowed internship program to support paid student experiential learning opportunities.*

**Needs strategies from Nava and Office of Philanthropy**

**Suggestions**: **Programs such as Project Impact, Women in STEM, and other similar efforts should be included in this objective. Unpaid and low-paying internships may also be addressed and/or included.**

**DEI Goal 3: Create a “Closing the Equity Gap” Plan for URM Students**

***Subcommittee Objective 1:*** *Engage alumni and campus affinity-based groups in supporting student recruitment and student success efforts to increase enrollment and graduation rates of African American, Native American, LatinX and other high-priority student populations.*

***Strategy 1:*** *Engage alumni chapter leadership with the campus DEI strategy, and solicit feedback on recruitment strategies.*

***Strategy 2:*** *In coordination with Admissions and Student Recruitment, identify and engage alumni to participate in recruitment events, such as Snapshot and Super Sunday.*

***Strategy 3:*** *Incorporate admissions recruitment talking points into alumni ambassador kits for alumni working in K-12.*

**Comment: A reference to international students should be included.**

***Subcommittee Objective 2:*** *Prioritize and seek congressional and legislative support for funding, legislation and policies favorable to Minority-serving Institutions and traditionally underrepresented students.*

***Strategy 1:*** *Coordinate university advocacy efforts with CSU system federal priorities to attract funding and policies for Minority-serving Institutions and their students.*

***Strategy 2:*** *Align university federal and advocacy efforts for MSI funding and policies with national higher education associations, including: the American Association of State Colleges and Universities, American Council for Education, Hispanic Association of Colleges and Universities, and the Presidents’ Alliance on Higher Education and Immigration.*

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

**No changes suggested**

***Subcommittee Objective 3:*** *Promote among area employers the importance of a diverse workforce, and strategically promote to traditionally underrepresented students internship and career opportunities.*

***Strategy 1:*** *Establish and sustain strategic partnerships with URM businesses, professional organizations, community leaders, and regional chambers.*

***Strategy 2:*** *Increase URM recruiters to campus to facilitate career workshops and information sessions and to interview students.*

**No changes suggested**