

Faculty of the Jack H. Brown College of Business and Public Administration (JHBC) are committed to supporting a space of equity, diversity and of inclusion.

PROFESSOR NAME	DEPARTMENT	QUOTE
Adeeb Hattar	Marketing	"We are all different but together we are one."
Ann Johnson	Public Administration	"As a faculty member, it is important to always challenge ourselves and our students to examine our level of inclusivity."
Bailey Benedict	Management	"If they don't give you a seat at the table, bring in a folding chair." – Shirley Chisholm "You've got to learn to leave the table when love's no longer being served." -Nina Simone
Barbara Sirotnik	Information & Decision Sciences	"The words "diversity," "equity," and "inclusion" roll off the tongue with ease, yet organizations often fail to enact these concepts. We are committed to providing education through a lens of inclusion and mutual respect among students, faculty, and administrators."
Breena Coates	Management	"I am a feminist. I've been female for a long time now. I'd be stupid not to be on my own side." – Maya Angelou
Conrad Shayo	Information & Decision Sciences	Imagine you are fortunate enough to listen to a beautiful chorus of the birds of the forest: pauragues, owls, nuthatches, and the rest of them singing in unison. That is diversity, equity, and inclusion. Then imagine the same when you listen to a music orchestra: all instruments enjoined, producing beautiful music. That is diversity, equity, and inclusion. The first fruits of DEI are sustainability, resilience, co-existence and yes; defining the future.
Craig Seal	Management	"Diversity is taking each person as an individual, treating them with dignity and respect, and always assuming the best of intentions. But diversity also requires reflecting on your patterns of behavior across groups and to be mindful of any potential bias, conscious or otherwise, that may need to be challenged or changed."

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Ezekiel Bonillas	School of Entrepreneurship	"The clash of diverse perspectives and lived experiences leads to innovation. No matter where we begin, as we mesh our individual views and collaborate with others to take on the most pressing issues there is mutual benefit for everyone. "
Francisca Beer	Accounting & Finance	"As a faculty member in the JHBC, I consider the diversity of our students, faculty, and staff as a strength that enriches our educational journey. All students from all diverse backgrounds and perspectives will be served within this course. Diversity between students is a resource, strength, and benefit that enhances learning and inclusiveness within the classroom."
Frank Lin	Information & Decision Sciences	"Inclusion is crucial for diversity and diversity is the source of creativity."
Gilna Samuel	Accounting & Finance	"I believe diversity improves learning and should be encouraged not feared."
Javad Varzandeh	Information & Decision Sciences	"Research studies show, and I strongly believe that equity, inclusion, and diversity are the three ingredients directly correlated to organizational success. In fact, embracing and supporting diverse thoughts and backgrounds lead organizations to appreciate and benefit from individuals and group differences. That is why, as the IDS chair and faculty, I always promote them in our department and the courses built in our degree programs."
Jing Zhang	Management	"Diversity is being invited to the party; inclusion is being asked to dance." - Verna Myers
Jonathan Anderson	Public Administration	"American Public Administration is founded on equity, equality, and inclusiveness. The only way democracy can work is for equity and inclusiveness to be a reality and not just lip service. The Public Administration Department at CSUSB is deeply committed to ethical public service."

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Joseph Tormey	Hospitality Management	“Respect for different peoples, differing viewpoints, and curiosity foster creativity and innovation. Great things happen to morale in a culture of openness, expression, and in valuing the contributions of others. Achievement of these types of environments encourages us to reach our potential as organizations and human beings.” Joe Tormey
Kathie Pelletier	Management	“I like to think that diversity is more than just “counting people;” it is ensuring those “people count.” To quote Franklin Thomas, “One day our descendants will think it incredible that we paid so much attention to things like the amount of melanin in our skin, or the shape of our eyes, or our gender, instead of the unique identities of each of us as complex human beings.”
Kevin Guo	Accounting & Finance	College and universities can achieve their missions and deliver on the promise of access for all if they institutionalize ‘Diversity, Equity, Inclusion’ practice and embrace equity-minded strategies in their operational management. Only then will they be well-positioned to effectively withstand and overcome the unavoidable threats of crisis and support their vulnerable students to weather the storm.”
Kimberly Collins	Public Administration	“Appreciating diversity, equity, and inclusion is central to creating a sense of belonging in a community. This entails flexible norms, institutions, and spaces for people of diverse backgrounds to create their shared experiences. Through these shared experiences, we be able to better accept the “other”, bypass our differences, and feel as though we all belong and are a valued part of the community. This is what diversity, equity, and inclusion mean to me.”
Marc Fudge	Public Administration	“I believe equity, inclusion, and diversity are essential to all people because we all want to be treated fairly and respectfully. The same privileges that have been given to the educated and wealthy should also be afforded to the poor and underrepresented.”

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		<p>Notable quote: “A community is democratic only when the humblest and weakest person can enjoy the highest civil, economic, and social rights that the biggest and most powerful possess.” – A. Phillip Randolph</p>
Michelle Russen	Hospitality Management	<p>Diversity, equity, and inclusion are more than seeing our individual differences and “checking a box”. It is about appreciating people for their unique experiences, and ensuring they feel as though they belong and can contribute. The only way we will be truly successful as a workforce and society is to ensure all people can fully contribute without fear of repercussions, and that starts with DEI.</p>
Mohammad Bazaz	Accounting & Finance	<p>“Diversity is a point of strength. By cultivating diversity, student achievement gaps will close.”</p>
Montgomery Van Wart	Public Administration	<p>The fight for diversity, equity, and inclusion is ongoing, and we must be vigilant. America has been a land that had an active and highly successful policy of ethnic cleansing of Native Americans for 300 years, used pretexts for multiple annexations of Hispanic lands, subjugated Pacific Islands, put slavery in its Constitution, allowed 90 years of Jim Crow oppression—apartheid—and an age of vigilante justice, kept women down as second or third class citizens politically and economically, hysterically implemented Japanese American internment and property confiscation, and made same sex gender preference a crime into the 21st century. Fortunately, we have made great progress. But today we see a new wave of xenophobia, public expressions of racial hatred, and insidious castigation of the down-trodden and troubled sweeping this country. The fight for diversity, equity, and inclusion is ongoing, and we must be vigilant.</p>

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Nasrin Mohabbati	Information & Decision Sciences	“Diversity and inclusion are the focal points of creativity and innovation. Our university motto is “We Define the Future”, which expresses that every individual’s input and perspective counts in defining a better future. Empowering each and every student to think critically, be creative, speak up, and contribute to the community is important since these students are the future builders. This philosophy is evident in my teaching and commitment to campus involvements to provide such a platform and empowerment for the students.”
Pamela Medina	Public Administration	“We need to help students and parents cherish and preserve the ethnic and cultural diversity that nourishes and strengthens this community – and this nation.” – Cesar Chavez
Ranfeng (Stella) Qiu	Management	To me, Diversity, Equity and Inclusion are not only to accept the differences of others but to appreciate these differences and value these differences, because they will inspire changes.
Sean Kinnally	Marketing	As an alumnus of CSUSB, the Associate Director of our Recreation and Wellness Center, and faculty member within the JHBC Marketing department, I can attest to the beauty and strength of the CSUSB campus. But what makes this campus truly stand apart, is the community we serve, the diverse population of students, faculty, and staff that call this campus home. CSUSB understands that diversity, equity, and inclusion are vital to a thriving community of academics, and to create space for unique perspectives to work together to create a more dynamic and enriched learning environment.
Taewon Yang	Accounting & Finance	“Diversity, equity, and inclusion maintain and support our societies.”
Twillea Evans-Carthen	Marketing	“Diversity must include a culture of inclusion, equity, acceptance, respect, fairness, transparency, and representation by all members, cascading to the communities we serve.” ~ Twillea Evans-Carthen

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Victoria Seitz	Marketing	"Diversity is the mosaic of people who bring a variety of background styles, perspectives, values, and beliefs that contribute to an organization's success. Workplace diversity is an asset to any organization when individuals' assets are recognized and valued, contributing to the positive welfare of it."
Vipin Gupta	Management	"The diversity is the root cause empowering us to fulfill our life purpose through intentional exchange of desirable qualities from our social system. If one wishes to live a purposeful life of intentional growth, then one must go beyond embracing the diversity as a future aspirational value and be the diversity in the present behavior. Wake up, be purposeful, and enjoy the equitable and the inclusive benefits of being diverse!"
Vishal Munsif	Accounting & Finance	"Diversity is about all of us, and about us having to figure out how to walk through this world together" - Jacqueline Woodson
Ya Ni (Anna Ni)	JHBC Dean's Office	"An individual has not started living until he can rise above the narrow confine of his individualistic concerns to the broader concerns of all humanity." – Martin Luther King Jr.
Ying Cheng	Management	"Diversity is something that I embrace and love about my works."
Yu Liu	Accounting & Finance	"When we listen and celebrate what is both common and different, we become wiser, more inclusive, and better as an organization." – Pat Wadors
Zhonghui "Hugo" Wang	Management	"In my opinion, what is important for diversity is empathy and fairness. If we don't understand others, it is very difficult for us to embrace others in our hearts."