

PAVES THE WAY

May 31, 2019

The first annual Jack H. Brown College of Business and Public Administration (JHBC) Paves the Way event took place on May 31, 2019 in Jack Brown Hall, room 280. Paves the Way is an event created by the JHBC Office of Academic Equity in which faculty and lecturers from JHBC are invited to engage discussions on Equity in our college. Paves the Way began with a presentation by the Office of Academic Equity director, Dr. Francisca Beer. The office is built on three pillars: Equity, Excellence and Inclusion. As members of CSUSB, the JHBC Office of Academic Equity works with the entire CSUSB community to support its mission and vision; ensuring that “Equity” is practiced without compromise – that “Excellence” is sustained and that “Inclusion” in its many forms is valued and respected.

Paves the Way drew in approximately twenty (20) faculty and lecturers from JHBC as well as, Dean Lawrence Rose and Associate Dean Anna Ni. A video that the Office of Academic Equity put together for ICAM this year has been presented to the attendees. The video is entitled “The Voice – Attitudes, Beliefs and Perceptions” and it includes conversations with our African American students.

The JHBC Office of Academic Equity invited two guest speakers to give a short presentation during the event. Dr. Ann Johnson who currently teaches in the Department of Management has a Ph.D in Public Administration and Urban Affairs. Her presentation was about the Title VII employment discrimination topics that students have found to be of interest from different concentrations in the college. These topics include recent law on sexual orientation, sexual harassment, national origin and religious discrimination.

Our second presenter is Dr. Ismael Diaz who is an assistant professor in the Department of Psychology. He holds a Ph.D in Industrial and Organizational Psychology. His research interests include employee respect and mistreatment at work, communication technology and the tax on employee well-being and health. He is also interested in the interface between leader behaviors and employee health and well-being. His presentation for the event was “Equity at Work”. The goal of this talk is to introduce the concept of equity and how organizations can foster policies, practices, and procedures to foster equity and fairness at work.

After the presentations were complete and lunch was served, the event continued by devoting the remaining time to hearing faculty opinions about Equity in the college. While faculty participated by giving their opinions on the matter, it was very brief. The JHBC Office of Academic Equity is already planning its 2nd annual Paves the Way event and Dr. Francisca Beer is developing a survey to better serve our college and community.



JHBC OFFICE OF ACADEMIC EQUITY



Jack H. Brown College
Office of Academic Equity

