

California State University, San Bernardino  
President's DEI Board  
**DEI Board Retreat**

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**September 17, 2021**

**9:00AM – 4:00 PM**

**In-Person Attendees:** Agustin Ramirez, Anthony Roberson, Clare Weber, Daisy Ramos Gomez, Daria Graham, Diane Podolske, Doug Freer, Enrique Murillo, Jessica Martinez, Jim Reyes, Julie Lappin, Lee Stovall, Lesley Davidson-Boyd, Leticia Herrera, Molly Springer, Muriel Lopez-Wagner, Navneet Singh, Paloma Hinojosa, Pamela Langford, Paz Olivérez, PaulChris Okpala, Rachel Beech, Rafik Mohamed, Robert Nava, Roger Woolsey, Rowena Woidyla, Rueyling Chuang, Sam Sudhakar, Sastry Pantula, Thomas Long, Tomás Morales, William Stevenson

**Virtual Attendees:** Andrea Okoh, Bailey Stumreiter, Brandon Landrum, Charles Gaylord, Christina Hassija, Christine Fundell, Cristina Alvarez, Diana Minor, Donna Garcia, HyunKyoung Oh, Jacob Chacko, Janelle Gilbert, Judith Sylva, Katherine Hartley, LeSondra Jones, Lori Caruthers Collins, Manijeh Badiee, Marcelle Daniels, Mike Chao, Racheal Lapite, Rodrigo Mercado, Rueyling Chuang, Shawn Farrell, Tiffany Bonner, William Stevenson, Yasemin Dildar

### **Meeting Minutes**

#### **I. Welcome**

- a. Daria Graham provided a land acknowledgement and welcome to members of the DEI Board
- b. President Tomás Morales provided welcoming remarks to the DEI Board, including a welcome to new members and an overview of the charge of the DEI Board and Subcommittees

#### **II. Unpacking Diversity Strategic Plan (Assessment Capability Collaborative)**

- a. Pamela Moses of the Assessment Capability Collaborate (ACC) led a short presentation covering an introduction to the ACC Members, an overview of the President's DEI Board, the DEI Strategic Plan, and the Assessment cycle.

#### **III. DEI Board Q&A with Dr. Ibram X. Kendi**

- a. Rachel Beech facilitated the DEI Board Q&A with guest speaker Dr. Ibram X. Kendi.
- b. The first set of questions for the Q&A were selected by the DEI Steering Committee, as follows:
  - i. Are there particular policies or strategies that you're aware of that can assist us in dismantling inequities through anti-racist approach and point us toward a more anti-racist educational environment?
  - ii. What message do you have for our educational leaders (faculty and staff) about how to appropriately teach and work with students of all races without inflicting harm?
  - iii. How does a deficit-based lens manifest in conversations, strategies, and initiatives? How to counter or undo deficit-based ideologies that are in the foundation of the University's conversations and strategies?
- c. Additional questions were submitted live from audience members attending the event (both virtual and in-person).

**IV. DEI Board Debrief**

- a. Members of the DEI Board reconvened to debrief and share initial thoughts and ideas following the session with Dr. Ibram X. Kendi
- b. Members of the CSUSB Shared Governance Community (Faculty Senate, Staff Council, and Associated Student, Inc.) alternatively attended an additional Q&A session with Dr. Kendi at this time.

**V. Lunch**

**VI. Subcommittee Breakout Meetings**

- a. Subcommittees met for approximately two hours to discuss and plan how subcommittees can work to accomplish objectives from the DEI Strategic Plan in each respective subcommittee charge area
- b. Notes and minutes from these individual subcommittee meetings are saved individually and will be shared in separate documents

**VII. Closing**