



A Message From the President

Welcome to the start of the 2025-26 academic year! I am incredibly proud of the work the President's Diversity, Equity and Inclusion Board is doing on our campus. As an anchor institution dedicated to serving the incredibly diverse residents of the Inland Empire, we need to meet our students where they are and support them as they move forward in their academic careers. That is how we build student success. We need to recognize the individual strengths and deficits in each student who enrolls, along with celebrating the cultural and historical richness of the students, faculty and staff here at Cal State San Bernardino.

The outside world continues to recognize our efforts towards making a difference in the lives of our students, their families and their communities.

- I am immensely proud that CSUSB continues to appear in multiple social mobility rankings with noted national publications. The SMI benchmarks four-year U.S. colleges and universities according to how effectively they enroll students from low-income backgrounds and graduate them into good-paying jobs.
- In fact, Washington Monthly has listed CSUSB at No. 4 in the nation on its [Best Four-year Hispanic Serving Colleges list](#).
- Also, Excelencia in Education, which is “committed to Ensuring America’s Future by increasing Latino college completion,” has awarded CSUSB the [Seal of Excelencia for 2024-2027](#).
- Washington Monthly lists CSUSB as No. 10 [in the West in the Best Bang for the Buck](#) category; the Princeton Review has just named us as one of their [Best Regional Colleges in the West](#).
- In the [Best Value-National Universities listing](#) for US News and World Report,

CSUSB was ranked No. 45, making it the highest-ranked California public university.

These rankings demonstrate that affordability does not cancel equity.

As I shared at this fall's Convocation, 2025 marks my 51st year in higher education, and my 13th year at CSUSB. It has been the honor of a lifetime to serve as this university's president. And I look forward to moving into this next year with you, even as we face the headwinds I addressed in my remarks.

Therefore, today I want to express my appreciation for all the President's DEI Board members who are stepping off the Board this fall, those who are returning (well-seasoned and experienced to lend their insights for another year), and all those who are joining the Board for the first time. Because their service on this Board **matters**. And DEI **remains** one of the goals of the 2023-28 CSUSB Strategic Plan.

While DEI is the focus of this particular Board, the Board is not acting alone. It is—in fact—partnering with the entire university community to ensure we create and sustain an inclusive and welcoming environment to all who step onto our campus. This means not only in academics but student affairs, finance, capital projects, technology, fundraising, grounds and building maintenance, and on and on. **Everyone** on this campus has a role to play to keep our university moving forward in this positive and constructive direction, for the success and well-being of our students, faculty, staff and administrators.

So, please know that I look forward to working with you in the months ahead. I am incredibly proud of CSUSB and all we have accomplished. And all we have yet to accomplish. We have a busy and impactful year ahead of us. Let's get started.

Tomás D. Morales

President

Upcoming Events

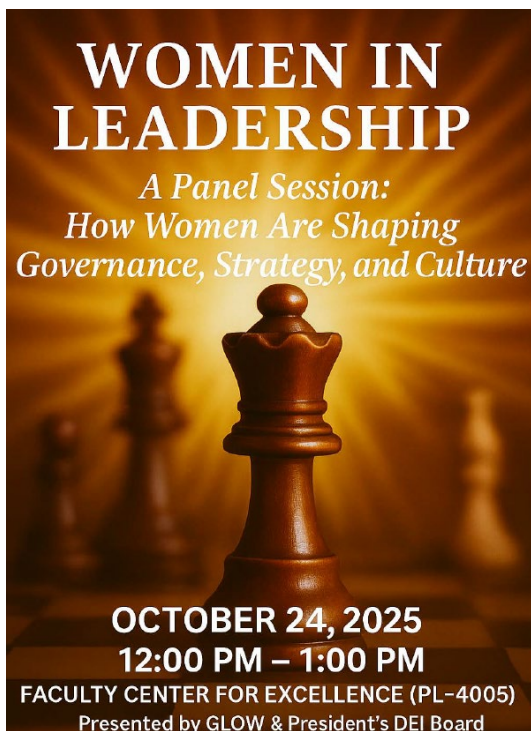
We're excited to share the DEI-focused events happening across campus this year! These gatherings provide meaningful opportunities to learn, connect, and celebrate our shared commitment to diversity, equity, and inclusion. Have an event to add? Email us at DEIBoard@csusb.edu—we'd love to include it.

Growing Leadership

Opportunities for Women (GLOW)

Presents: Barriers and Bridges:

How Women Are Shaping

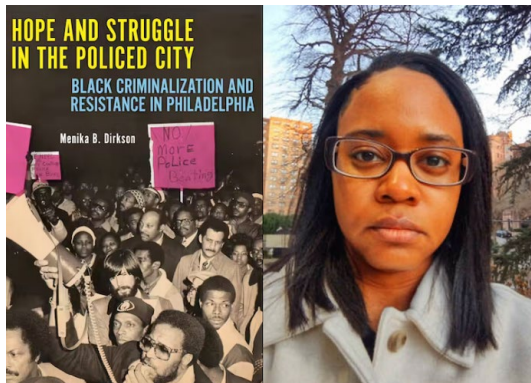


Governance, Strategy, and Culture

Date: Friday, October 24, 2025

Time: 12:00 PM - 1:00 PM

Location: Faculty Center for Excellence (PL-4005)



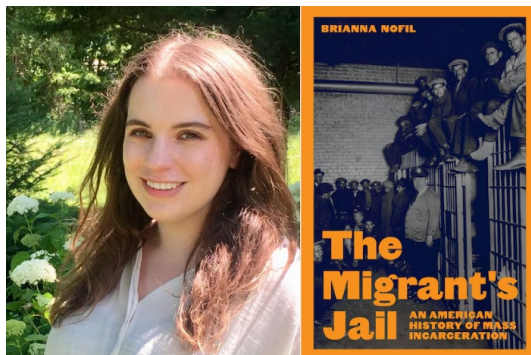
In Conversation with Dr. Menika Dirkson (Morgan State), author of "Hope and Struggle in the Policed City: Black Criminalization and Resistance in Philadelphia" (NYU Press, 2024)

Date: Wednesday, October 29, 2025

Time: 12:00 PM - 1:00 PM

Zoom Link:

<https://csusb.zoom.us/j/87699054904>



In Conversation with Dr. Brianna Nofil (William & Mary), author of "The Migrant's Jail: An American History of Mass Incarceration" (Princeton, 2024)

Date: Wednesday, November 12, 2025

Time: 10:00 AM - 11:00 AM

Zoom Link:

<https://csusb.zoom.us/j/89817201213>

News & Announcements

HERI Campus Climate Data

We are now in Year 3 of CSUSB's 2023–2028 Strategic Plan, and the university will once again partner with UCLA's Higher Education Research Institute (HERI) to collect campus climate and baseline data from faculty and staff. Administering the survey this spring will align CSUSB with benchmark institutions' assessment cycles and provide comparative insights.

Survey invitations will be sent by HERI via email during the Spring Semester. Once available, the survey results will be added to the [existing dashboards](#) so that we can examine differences across time. Please note that the next administration of this survey will not take place for another three years, making this an important opportunity for your voice to be heard.

To access the Year 1 HERI Survey Results, please visit:

[HERI Survey Results](#)



Strategic Plan Progress on DEI Initiatives

CSUSB is now in Year 3 of its 2023-2028 strategic plan implementation. Last year, the DEI Board and campus partners enacted 7 of the identified 16 strategies under Goal 3: Diversity, Equity, & Inclusion. The President's DEI Board has advanced several initiatives

across its subcommittees to strengthen collaboration, promote student belonging, and expand equity-focused programming.

The **Student Recruitment, Retention, and Graduation Subcommittee** launched the “Home Away from Home” Instagram campaign, encouraging students to share what makes them feel connected and supported at CSUSB, while also analyzing financial equity challenges faced by students with outstanding balances. The campaign generated valuable photo-based data and will continue with support from ASUA’s social media team. Additionally, the subcommittee examined the impact of student financial debt on retention through a financial equity lens, partnering with campus offices to explore sustainable support strategies for students facing economic hardships.

The **Curriculum and Student Learning Subcommittee** developed innovative tools including a Cultural Awareness app, a Study Abroad webpage, culturally relevant event calendars, and Education Away video kits. Focus groups on identity and inclusion topics provided additional insight into student experiences, exploring topics such as gender, religion, sexual orientation, race, and disability—feedback from these sessions is currently being analyzed. In addition, video kits were created to capture and share *Education Away* experiences, which will be distributed during Summer 2025 Study Abroad programs.

The **Programming Subcommittee** expanded campus-wide events including the Welcome Black BBQ, Transgender Experience in Higher Education lecture, and multiple summits addressing health, financial literacy, and social justice. These initiatives, supported by the university’s Affinity Centers, foster belonging and provide spaces of support for students from underrepresented communities. The subcommittee also coordinated summits and learning opportunities—including the *Social Justice Wall*, *Health is Wealth Summit*, and *IE Peoples’ History Conference*—advancing High Impact Practices and NACE career readiness competencies across campus.

The **Faculty Recruitment, Retention, and Development Subcommittee** provided funding for a cohort of faculty to complete the Equity-Minded Pedagogy Certificate, a 14-hour professional development opportunity designed to promote inclusive teaching practices. The subcommittee also launched the *Faculty Professional Conference Award* and *DEI Grant Proposal Reformulation Award* to provide financial support for faculty pursuing DEI-related scholarship and research. In addition, the new *Excellence in DEI Impact Faculty Award* will honor one outstanding faculty member annually for advancing diversity, equity, and inclusion in teaching, research, and service, with the first recognition to take place at the August 2025 Convocation.

The **Staff Recruitment, Retention, and Development Subcommittee** launched several impactful initiatives this year to strengthen inclusion and belonging across campus. Highlights include the onboarding of *DEI Liaisons*—representatives from each division who serve as bridges between the campus community and DEI efforts—and the creation of a comprehensive *DEI Resource Handbook* to improve access to campus support and information. The subcommittee also introduced the *Excellence in DEI Impact Staff Award* and partnered with Facilities Management to enhance accessibility through new gender-

inclusive restrooms, lactation rooms, and updated campus maps. Additionally, the *Civility Campaign* and *CiviliTEA Café Series* fostered meaningful dialogue and collaboration, promoting a more respectful and connected workplace culture.

Finally, the **Alumni and Community Outreach Subcommittee** strengthened connections between CSUSB and the broader community through events and partnerships that promote diversity, equity, and inclusion. This year's highlights included an *Author Talk* on *The Temecula Massacre* with Gary Dubois and Lisa Woodward, which drew more than 200 attendees—including alumni, community members, and local high school students. The subcommittee also developed a growing roster of DEI experts on and off campus and hosted off-site meetings with organizations such as the Garcia Center for the Arts to foster collaboration and expand community engagement.

To access the end-of-year report, please visit:

[End of the Year Report AY 24/25](#)

For more information about the strategic plan, please visit:

[Strategic Plan 2023-2028](#)

Board Member Updates

We are excited to welcome the new members of our DEI Board! The President's DEI Board consists of 30 standing members serving by virtue of their role on campus, as well as appointed volunteers who serve renewable two-year terms. Last year, we had an outstanding response to our campus-wide call for volunteers to serve on the Board. Our six subcommittees now include more than 80 dedicated students, staff, faculty, and administrators who bring diverse perspectives and a shared commitment to advancing diversity, equity, and inclusion at CSUSB.

We also wish to extend our deepest gratitude to members who concluded their service at the end of the 2024–2025 academic year. Their dedication, energy, and leadership have been invaluable to our mission of fostering a more inclusive and equitable campus community. We are equally grateful to all who expressed interest in serving and for their ongoing commitment to this important work.

On October 14, the Board held its Fall Retreat to discuss priorities for the year ahead. The President's DEI Board consists of 30 standing members serving by virtue of their role on campus, as well as appointed volunteers who serve renewable two-year terms.

To view the full 2025–2026 DEI Board membership list, please visit:

[President's DEI Membership](#)

DEI Spotlight - Celebrating DEI Excellence at Convocation

At Convocation on August 21, 2025, two members of our campus community were honored with the Excellence in Diversity, Equity, and Inclusion (DEI) Faculty Impact Award and the Excellence in Diversity, Equity, and Inclusion (DEI) Staff Impact Award. Supported by the President's DEI Board, these awards recognize and honors outstanding faculty and staff members who demonstrate a commitment to advancing teaching, research/creative activities, programming, service, or community outreach related to DEI.

Excellence in Diversity, Equity, and Inclusion Faculty Impact Award



Dr. Annika Anderson was named the inaugural recipient of the Excellence in Diversity, Equity, and Inclusion Faculty Impact Award. After a highly competitive nomination and review process, Dr. Anderson was selected for her extraordinary and sustained efforts to foster an inclusive academic environment at California State University, San Bernardino. Her innovative pedagogy engages students from diverse backgrounds and learning modalities, including incarcerated and formerly incarcerated students, and her international teaching in correctional settings exemplifies inclusive education in action. As an interdisciplinary scholar, Dr. Anderson has led collaborative research projects that uplift marginalized voices and create pathways for student engagement and professional growth. Her leadership in securing nearly \$3 million in grant funding has directly supported DEI-centered programs, while her philanthropy—culminating in the creation of the Dr. Annika Anderson Endowment for Project Rebound—demonstrates a personal and enduring investment in student success and equity. Through her mentorship of faculty and students, active participation in organizations such as the Association of Black Sociologists and Lambda Theta Alpha Latin Sorority, Inc., and her visible advocacy in public forums.

Excellence in Diversity, Equity, and Inclusion Staff Impact Award



LeSondra Jones was the inaugural recipient of the Excellence in Diversity, Equity, and Inclusion Staff Impact Award. LeSondra has consistently championed inclusion through her service, programming, and outreach. Her contributions include impactful presentations with the Staff Development Center, focused on fostering inclusive practices and enhancing cultural competency across departments. Her sessions have served as valuable professional development resources, equipping employees with tools to better understand and embrace the rich diversity within our campus community. Beyond her formal roles, LeSondra's ability to lead with authenticity, empathy, and positivity empowers both students and colleagues to engage in dialogue, embrace diversity, and contribute to a welcoming campus environment. Her influence extends beyond CSUSB, creating a ripple effect of encouragement and inspiration wherever she serves. For example, ACHE, the Association for Continuing Higher Education, Inc. One of LeSondra's most significant impacts has been her ability to motivate and encourage others to engage with university-wide initiatives and community outreach.

We extend heartfelt congratulations to Dr. Annika Anderson and LeSondra Jones for their achievements and for their continued leadership in building a campus where every individual feels seen, heard, and valued.

Message from The Senior Diversity Officers



Welcome to the second year of the DEI Newsletter! We are honored to serve as your Senior Diversity Officers and hope you enjoyed our inaugural edition. Beginning this year, the newsletter will be shared in both the Fall and Spring semesters, providing updates, resources, and opportunities to stay connected.

Our goal is to make this communication interactive and meaningful. We encourage you to share your ideas, questions, and content suggestions by emailing us at DEIBoard@csusb.edu. If you'd like to continue the conversation, we invite you to join the sessions highlighted in this newsletter or schedule a 1:1 appointment—we'd love to connect with you.

We look forward to seeing you this year and wish you a joyful, productive, and fulfilling academic year.

Warmly,

Your Senior Diversity Officers

DEI Repository - Now Live!

We are pleased to announce the launch of our DEI Repository, a new initiative designed to highlight the important work being done by campus members in the areas of diversity, equity, and inclusion. The repository will serve as a resource to connect, share, and celebrate DEI-focused teaching, research, service, community engagement, and daily job functions across CSUSB.

If you would like to be included, please send your contact information, position title, and a brief description of your DEI work to deiboard@csusb.edu with “*DEI Repository*” in the subject line. Submissions will be added to the repository on a rolling basis, so please feel free to reach out at any time.

You can view the live repository here: [DEI Repository Link](#)

Do you have any Feedback?

If you would like to contribute to the next edition of the DEI Board Newsletter or share feedback, please contact us at DEIBoard@csusb.edu. We value your input and look forward to hearing from you.



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CSUSB Human Resources

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