



**President's Diversity, Equity, and Inclusion (DEI) Board
Steering Committee**

August 7, 2025, 3:00 pm-4:00 pm

Meeting Room Location: AD – 107

Zoom: <https://csusb.zoom.us/j/88263221476?pwd=YsNoov0yJsPe2csT6OKfm8frX7CUaJ.1>

Meeting ID: 882 6322 1476 Password: 850463

MEETING ATTENDANCE (Check box if present for the meeting)

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| ☒ Tomás D. Morales, President | ☒ Rafik Mohamed, Committee Member |
| ☐ Kelly Campbell, Co-Chief Diversity Officer | ☒ Ray Watts, Committee Member |
| ☒ Robin Phillips, Co-Chief Diversity Officer | ☐ Paz Olivérez, Committee Member |
| ☒ Bryan Haddock, Committee Member | ☒ Sam Sudhakar, Committee Member |
| ☒ Katherine Hartley, Committee Member | ☐ Robert Nava, Committee Member |
| ☒ David Dufault-Hunter, Committee Member | ☒ Baneza Garibay, Human Resources Analyst |

MEETING AGENDA

- 1) End of the Year Report** - The End of the Year Report, which has been created based on information provided by the subcommittees regarding initiatives completed during the 2024–2025 academic school year. The completed report, once finalized, will be posted on the DEI website. For institutional reporting purposes, the information has also been entered into Campus Labs. An update to the report will include a one-page financial summary to display associated costs. The addition of this financial overview is intended to provide a transparent accounting of expenses related to DEI initiatives.
- 2) Board membership Finalization** - Board membership for the upcoming term has been finalized. Notification letters are scheduled to be sent on or around August 20, 2025, when faculty return to contract. The total number of individuals serving on the board is 69, with the inclusion of student representatives bringing the total to 75 members. Membership composition is as follows: Alumni: 10 members, Curriculum: 11 members, Faculty: 11 members, Programming: 11 members, Staff: 11 members, and Students: 13 members. President Morales noted that the final board membership lists have been prepared and suggested that each division review their lists to confirm accuracy before the letters are distributed.
- 3) CSUSB Leadership Academy Funding** - The CSUSB Leadership Academy is set to begin next month. From a pool of approximately 40–50 applicants submissions, 23 participants have been selected to take part. The program will operate within a \$10,000 budget.

4) DEI Board Chair Lunch and Fall Retreat

- a. DEI Board Chair and Vice Chair Lunch – is a luncheon has been scheduled for all chairs and vice chairs on September 4, 2025. During this lunch, the DEI Board goals and objectives will be reviewed to help shape the collective strategy for the year. The primary goal is to divide the work effectively, building upon the strengths and momentum of the committees that have demonstrated the most productivity.
- b. Fall Retreat – September 30, 2025 (9:00 a.m. – 12:00 p.m., SSUN 2209)
The Fall Retreat is scheduled for September 30, 2025, from 9:00 a.m. to 12:00 p.m. in SSUN 2209. A Save-the-Date will be sent to the board during the week of August 25, 2025.
- Guest Speakers:
Arlene Hermus and Tiffany Jones (Goal 4, Strategy 62) will engage in a dialogue centered on truth and reconciliation, specifically addressing the history of South Africa. Their discussion will focus on the academic side of this history, including the banning of materials, lived experiences, and the role of higher education institutions in protection and advocacy. They will also address how the healing process is facilitated through workshops and other educational initiatives.
- Chair and Vice Chair Discussion:
A closed discussion will take place for chairs and vice chairs to explore strategies for organizing their work and facilitating engagement within their committees. This will include intentional opportunities for committees to share their plans with one another and identify ways to collaborate and form partnerships.
- Q&A Session:
An interactive Q&A will be incorporated into the retreat. Potential questions include:
 - i. What is happening at the federal level regarding DEI?
 - ii. Will the DEI Board continue to exist?
 - iii. How does my work impact DEI efforts?
 - iv. The session will be facilitated by Robin, Kelly, and a representative from the Chancellor's Office (Kelsey). Given that members may be sensitive to certain topics, there will be a focus on how the board can help ease concerns and reframe discussions to ensure inclusivity. The intent is not to exclude individuals who may hold different perspectives on DEI.

5) Sub-Committee Updates

- Alumni and Community Outreach –Watts
 - i. The Alumni Center will be available for hosting additional affinity groups, provided these groups are inclusive and do not engage in discriminatory practices. Efforts will be made to engage alumni more broadly, with invitations to be extended campus-wide for relevant events.
- Curriculum and Student Learning – Mohamed

- i. No updates given.
- Programming – Olivérez
 - i. Absent due to DSA Staff Development Conference. Paz sent an email providing her input on the make-up of the DEI Board, as well as nominating students to sit on the DEI Board this year.
- Student Recruitment, Retention, and Graduation – Dufault-Hunter
 - i. No updates given.
- Staff Recruitment, Retention, and Development - Phillips, Sudhakar
 - i. No updates given.
- Faculty Recruitment, Retention, and Development – Campbell
 - i. Absent, no updates given.

Future Meetings:

- September 4, 2025
- September 30, 2025 (DEI Board Fall Retreat)
- October 2, 2025
- November 6, 2025
- December 4, 2025