



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

October 2, 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, Senior Diversity Officer | ☒ Ray Watts, Committee Member |
| ☒ Robin Phillips, Senior Diversity Officer | ☒ Paz Olivérez, Committee Member |
| ☒ Katherine Hartley, Committee Member | ☒ Sam Sudhakar, Committee Member |
| ☒ Rina Nolasco, Committee Member | ☒ Baneza Garibay, Human Resources Analyst |
| ☒ David Dufault-Hunter, Committee Member | |

MEETING AGENDA

- 1) **Harvard Takeaways & Collaborators** - The committee began with a discussion of key takeaways from recent Harvard sessions. One central point emphasized was the importance of being “a good citizen” within institutional and systemwide DEI work. It was noted that the start of the fall semester remains the best time to engage faculty, staff, and students. Committee members expressed surprise at how many institutions across the country are pulling away from DEI efforts under “DEI 2.0.” The committee also discussed the potential need to update the name of the Board—not with the intent of dismantling it, but to reframe and align with evolving contexts. Additionally, the Faculty Teaching Organization (FTO) has conducted an inventory of existing DEI-related activities. While no immediate action has been taken, this work positions the group to be prepared for future adjustments.
- 2) **HERI Data Collection** - The committee turned its attention to the Higher Education Research Institute (HERI) Climate Survey. The last survey was administered in March 2023, and the next cycle is scheduled for spring 2025. Administering the survey at this time will align with benchmark institutions’ cycles and provide valuable comparative data. The total cost for the survey, including incentives and prizes, is estimated at \$12,000 for a five-week period. Funding is proposed to come from strategic plan resources. Results will be posted to dashboards accessible to the campus community, and the data will not return for another three years. The committee discussed using the results to compare with the 2024 survey in order to assess improvements and progress. This cycle of climate data will be particularly useful in advance of the 2028 strategic

planning process. The Steering Committee agreed to move forward with conducting the survey in spring 2025.

- 3) **Budget AY2025- 2026** - The proposed budget for the 2025–2026 academic year was presented at \$145,600. While actual spending has historically been lower than projections, the figure reflects recurring funds and the rollover of unspent resources. Final approval will come from the President’s Office. The committee also acknowledged that part of the budget may need to be considered for supporting individuals and units assisting with potential DEI-related changes. The conversation underscored the importance of remaining flexible in anticipation of new guidance and possible future needs.
- 4) **Fall Retreat:** The fall retreat will take place on October 14, 2025, from 9:00 a.m. to 12:00 p.m. in SMSU North 2208/2209. Save-the-date notices will be sent to the Board during the week of September 4. The invited guest speakers are Arlene Hermus and Tiffany Jones, who will lead a dialogue on truth and reconciliation, drawing on the history of South Africa. The session will focus on academic perspectives, including issues of banned materials, lived experiences, protections for higher education institutions, and the processes of healing and reconciliation. Their presentation will connect global dynamics to current DEI challenges in higher education. Lori and the Senior Diversity Officers (SDOs) will also present on strategies coming from the Chancellor’s Office and current events related to DEI in higher education. In addition, the retreat will include breakout sessions where subcommittees will deliberate on what they are hearing from campus communities. These discussions will explore opportunities to create intergroup dialogue spaces or related initiatives, such as a Truth, Racial Healing, and Transformation Center, and how these might advance strategic plan objectives on truth and racial healing.
- 5) **Orientation – VP’s role as a sub-committee liaison** - The committee reviewed the Vice Presidents’ role as subcommittee liaisons. Liaisons are expected to act as connectors between the Steering Committee and the subcommittees, offering guidance and expertise while ensuring communication flows in both directions. The emphasis was placed on supporting subcommittees without dictating or setting their agendas. Cabinet members are encouraged to listen attentively, take notes, and share updates during Steering Committee meetings. Their role includes helping to promote subcommittee events and ensuring participation is strong. It was also highlighted that Cabinet members can support student representatives onboarding by clarifying expectations, ensuring flexibility, and promoting an engaging and supportive experience for student participants.
- 6) **Sub-Committee Updates**
 - Alumni and Community Outreach – Watts
 - i. The subcommittee has begun planning an alumni mixer, scheduled for March 24, 2026. This event will allow alumni to network and reconnect with the campus community.

- Curriculum and Student Learning – Mohamed
 - i. The subcommittee has met twice, including one session with the Provost present. Goals and objectives for the year have been established, with strong contributions from Nickole and Claire in setting direction.
- Programming – Olivérez
 - i. The focus of this subcommittee is to become more student-centered. Members discussed the possibility of adding more students to the committee and agreed to establish a task force to expand outreach efforts beyond the committee itself. They also requested an allocation of \$2,500 in CAPS funds to support a speaker event, which will be reflected in the AY 2025–2026 spreadsheet.
- Student Recruitment, Retention, and Graduation – Dufault-Hunter
 - i. Scheduling has been completed for the year. The subcommittee is requesting funding for the National Black Graduation and is collaborating with Brandon Gamble to host an event for students.
- Staff Recruitment, Retention, and Development – Sudhakar
 - i. This subcommittee will increase in-person meetings and explores how to enhance staff and faculty life. Efforts include reimagining the Staff Development Center, facilitating awareness of HR processes, increasing the availability and capacity of the Children’s Center, and ensuring staffing levels align with university needs.
- Faculty Recruitment, Retention, and Development – Katherine
 - i. The subcommittee met earlier in the day and finalized scheduling for the semester. Their approach focuses on embedding goals and objectives into faculty life to ensure sustainability and impact.

Future Meetings:

- October 14, 2025 (DEI Board Fall Retreat)
- November 6, 2025 – Rescheduling in progress
- December 4, 2025