



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

April 10, 2025, 3:00 pm-4:00 pm

Meeting Room Location: AD – 107

Zoom: <https://csusb.zoom.us/j/9776172907?pwd=SHUrTGRXeE5KcGlwVFI5RVhycmMrQT09>

Meeting ID: 858 5194 3447 Password: 732257

MEETING ATTENDANCE (Check box if present for the meeting)

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

MEETING AGENDA

1) Spring Retreat

- Date: Wednesday, April 23
- Time: 9:00 AM – 12:00 PM
- Location: SMSU South 106C – Events Center C
- DEI Panel Information:
 - Confirmed Panelists:
 - Bobbie R. Porter, Ed.D. – Vice President and Campus Diversity, Equity & Inclusion Officer, California State University Dominguez Hills
 - Christopher Manning, Ph.D. – Vice President for Student Affairs and Campus Diversity, San Diego State University
 - Tentative Panelists:
 - Judith Millsap – Director, Student Equity, Diversity, Inclusion
 - Dr. Andre Ellis – Associate Vice President for Diversity, Equity, and Inclusion, Office of Diversity, Equity, Inclusion, and Belonging, California State University, Los Angeles
- A photographer will be present to take our annual group picture.
- Chairs and Vice Chairs will present their slides, and they will have 4 slides and 5 minutes each.
- Each committee will have an opportunity to debrief and reflect on ways to improve for the upcoming year. Input from committees will help CDOs assess

their progress, identify if they're receiving proper guidance, and ensure they are utilizing available resources effectively.

2) Sub-Committee Updates

- Alumni and Community Outreach – Nava
 - i. The campus and community resources list are nearly complete. Finalizing the expert network for DEI support across campus and community.
 - ii. The Immigration event was initially planned for early January but was paused. Reaching out to immigration attorneys and students for potential involvement. Ongoing conversation to determine relevance and bring individuals into space. VP Paz is involved; Jairo will continue with the educational component.
 - iii. Database project planned for launch next year.
- Curriculum and Student Learning – Mohamed
 - i. The final meeting scheduled for tomorrow (4/11) at 11 AM; focus will be the retreat to ensure that their work during the time has been completed and presented at the retreat.
 - ii. Focus groups are in progress and aim to wrap up before the end of the semester. Incentives have been offered (using the budget) to encourage student participation and feedback.
 - iii. Cultural Awareness Act in discussion.
 - iv. Study Abroad video project is underway.
- Programming – Olivérez
 - i. The committee has been awarded \$10,000 and has been allocated from their evaluation and distributed those resources.
 - ii. Upcoming event: Bri Serrano event - impactful session for transgender and nonbinary trends.
 - iii. The committee plans to create dates for summer to and call for proposals to be ready by fall.
 - iv. The committee will be meeting over the summer.
- Student Recruitment, Retention, and Graduation – Dufault-Hunter
- Staff Recruitment, Retention, and Development - Phillips, Sudhakar
 - i. DEI Award establishes and the rubric has been created and patterned after the faculty Award. Nominations start in June and the award will be in August during our Convocation.
 - ii. All gender restrooms in the library across from Starbucks is under construction and will be done in May.
 - iii. The Lactation room at the PDC and has been completed.
 - iv. DEI Champions have been named and close to wrapping up. Liaisons have been appointed and will include the entire board in the fall.
 - 1. Those that have been appointment will be included in the onboarding session this term and will assist as be used as resources.
- Faculty Recruitment, Retention, and Development – Campbell

- i. DEI Award for faculty: Call has gone out to campus and the selected employee will be announced in convocation.
- ii. A call to go out for 5 awards \$1,000 each out in the spring and to be used by the summer.
 1. \$5,000 want to reallocate the fund and submit new grant proposals.

3) Update on Sub Committee Member Appointments for 2025-26

- Received responses from some members; others still pending.
- Participation and attendance records will be reviewed by each chair and vice chair.
- Send list of Sub Committee Member Appointments to VPs. Include recommendations for those terming out.
- Clarify roles and expectations for members who are required to participate as part of their job, this is clearly communicated.
- Plan to provide orientation for next year, including onboarding new members. CDOs will spend more time with chairs to review expectations for steering committees. Orientation to support chairs in navigating situations involving student engagement.
- VP Paz will assist with onboarding student members of the steering committee. Coordinate with students to find scheduling options and offer alternatives. Emphasize the importance of student voices and encourage participation.
- Collaborate with ASI to provide a list of students to serve on committees.
- Explore different outreach strategies to attract diverse student participation. Chairs & Vice Chairs should initiate conversations with students they want to engage.

4) Budget Needs

- Vice Presidents to remind Sub Committees to use the unspent funds on the plans for alignments.

Future Meetings:

- April 23 (DEI Board Retreat)