



End Of Year Report

2024-2025

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Introduction

The President's Diversity, Equity and Inclusion Board for the 2024-2025 academic year was composed of 65 members of the campus community from each of the University's 6 Divisions and each of the 6 Colleges. These committee members supported the 2023-2028 Strategic Plan by serving on 6 subcommittees, which included members of the Steering Committee and Standing Committee members.

The board's 6 sub-committees, the 65 members of the board worked diligently to successfully contribute to 15 Strategic Plan priorities across all four goals; Student Success, Faculty and Staff Success, Diversity, Equity and Inclusion, and Internationalization. The Financial Summary Sheet is listed in Appendix A. The Strategies are listed in the "at-a-glance" in Appendix B.

The End of Year Report details the composition of each sub-committee, the Strategic Plan strategies each sub-committee focused their efforts on, and the outcomes of each. This document serves as a report of what has been documented in Campus Labs for the DEI Board.

Committee Members

Student Recruitment, Retention and Graduation

David Dufault-Hunter, Steering Member
Molly Springer, Chair*
Lesley Davidson-Boyd, Vice Chair*
Brandon Gamble
Carol Hood
Elizabeth Ferreira
Jessica Rivera
Juan Silva
Mark Rogers
Rosslynn Byous
Sastry Pantula*
Shareef Amer
Tomas Gomez-Arias*
Veronica Guzman

Curriculum and Student Learning

Rafik Mohamed, Steering Member
Nicole Dabbs, Co-Chair
Claire Todd, Co-Chair
Brittany Bloodhart
Carlos Gonzales*
Carmen Beck
Elizabeth Pinder
Fadi Muheidat*
Jacinda Higgins
James Trotter
Reuyling Chuang
Sarai Maldonado

Faculty Recruitment, Retention and Development

Kelly Campbell, Senior Diversity Officer, Steering Member
Lori Caruthers Collins, Chair*
Angela Horner, Vice Chair
Brad Owen*
Carson Fajardo*
Christina Hassija*
Conrad Shayo
Jane Chin-Davidson
Marc Fudge
Robert Kyriakos
Ted Young

Staff Recruitment, Retention and Development

Robin Phillips, Senior Diversity Officer, Steering Member
Sam Sudhakar, Steering Member
Alisha Beal, Chair
Sara Garcia, Vice Chair
Gerard Au
Jenny Sorenson
Kalie King
Katherine Hartley
Michelle Bell
Pamela Moses

Programming

Paz Oliveres, Steering Member
Lorena Marquez, Co-Chair*
Isabel Guzman, Co-Chair
Bibiana Diaz-Rodriguez
Jackie Varela
Jairo Leon
Mike Rister
Rina Nolasco
Roryana Bowman*

Alumni and Community Outreach

Robert Nava, Steering Member
Crystal Wymer-Lucero, Chair
Dalia Hernandez, Vice Chair
Bryan Haddock*
Chinaka Domnwachukwu*
Heather Hopkins
Pamela Medina-Gutierrez
Salome Kapella-Mshigeni
Sunny Lin
Tamara Holder

*Standing Members notated as permanent membership per their held position.

Student Recruitment, Retention, and Graduation

Goal 1, Objective 1.1, Strategy 9

Strengthen cross-divisional collaborative partnerships to provide students with holistic and supportive experiences.

The Student Recruitment, Retention, and Graduation Subcommittee of the President's DEI Board developed and implemented the Home Away From Home campaign through the social media platform, Instagram. Students were encouraged to share the places and people who make them feel comforted, safe, and provide them with a sense of belonging. The committee reviewed photos and selected prize winners each month. Social media marketing in A.S.U.A. will provide support to handle the oversight of the project moving forward. The committee now has photo-based submission data of what students believe equate to a sense of belonging at CSUSB.

Goal 3, Objective 3.1, Strategy 46

Develop and ensure university materials use inclusive language and are accessible (e.g., policies, procedures, applications).

The Student Recruitment, Retention, and Graduation Subcommittee of the President's DEI Board collected data to attempt to disaggregate students via race and ethnicity who owe money to the college. The goal was to establish a partnership with Financial Aid and develop comprehensive coaching and support for these specific students so that they can develop positive payment strategies that work for their personalized financial situation rather than unmanageable payment plans. The objective is to improve retention through a Financial Equity lens. The committee reviewed student debt impact on enrollment and retention and held fact-finding meetings with Advising, Financial Aid, Student Financial, Registrar, and CSUSB Foundation. They found that most students maxed out their financial aid contributions but still couldn't pay off the loan due to economic hardships. Unfortunately, the University is unable to waive financial debts due to current budgetary constraints.

Curriculum and Student Learning

Goal 3, Objective 3.1, Strategy 41

Enhance equity and inclusion in our curricula including pedagogy and assessment.

The Curriculum and Student Learning Subcommittee of the President's DEI Board created a Cultural Awareness phone app focused on cultural education which hosts interactive features. A new Study Abroad page was developed, including a structured overview of countries of interest such as Thailand, Malawi, Italy, the United Kingdom, Japan, and the Czech Republic, although no data has been populated yet. A calendar of culturally relevant events was developed and posted on the CSUSB's website. Discussions with the CECE Ed Abroad team took place to design the Study Abroad pages, incorporating valuable advice on what to include. Efforts have begun to collect data and resources to implement the recommendations received.

Goal 3, Objective 3.2, Strategy 49

Utilize available and new survey data to help better understand the experience of CSUSB community members and their diverse perspectives.

The Curriculum and Student Learning Subcommittee of the President's DEI Board developed and hosted five focus group discussions with student volunteers on topics such as gender, religion, sexual orientation, race, and disability. Incentives for meals and gift cards were provided in exchange for participation. Feedback from the session is still pending analysis.

Goal 4, Objective 4.1, Strategy 56

Increase the number of globally-focused activities and augment students, faculty, and staff involvement.

The Curriculum and Student Learning Subcommittee of the President's DEI Board developed and distributed video kits to share Education Away experiences with students who may not have the opportunity to participate in the program themselves. The video kits are identified for distribution during the Summer 2025 Study Abroad trips through Faculty Leads.

Programming

Goal 1, Objective 1.1, Strategy 9

Strengthen cross-divisional collaborative partnerships to provide students with holistic and supportive experiences.

The Programming and Student Learning Subcommittee of the President's DEI Board focused on bringing community-based events to campus including but not limited to the Welcome Black BBQ, PASSC Open House, and an influential conversation and presentation about Transgender Experience in Higher Education with Dr. Bri Serrano. These campus community focused events aim to bring together various divisional partners and provide support to students from underrepresented communities and affinities. The Affinity Centers also support this strategy and provide a home on campus within the Women's Resource Center, Asian, Pacific Islander, and Desi American Center, Cross Cultural Center, First Peoples' Center, LatinX Center, Pan-African Center, Queer and Transgender Resource Center, Undocumented Student Success Center, and the Rancho Mirage Student Center on the Palm Desert Campus.

Goal 1, Objective 1.2, Strategy 11

Support the authentic implementation of and equitable student participation in High Impact Practices (HIPs).

The Programming Subcommittee of the President's DEI Board brought countless summits and learning opportunities to campus for students including the Social Justice Wall, Health is Wealth Summit, Financial Literacy Summit at the Palm Desert Campus, IE Peoples' History Conference, and Black Student Workshop. These summits and activities directly reflect High Impact Practices (HIPs) and assist with the implementation of National Association of Colleges and Employers (NACE) competencies on campus including Career & Self Development, Communication, Critical Thinking, Equity & Inclusion, Leadership, Professionalism, Teamwork, and Technology.

Faculty Recruitment, Retention, and Development

Goal 2, Objective 2.1, Strategy 27

Develop new pathways to reward faculty who excel in research or creative activities with reassigned time.

The Faculty Recruitment, Retention, and Development Subcommittee of the President's DEI Board developed a method of support for the Equity Minded Pedagogy Certificate Program. The certification is 14 hours and is molded to equip faculty with evidence-based strategies for creating an inclusive and equitable learning environment. Community of Practice will consist of 4 cohorts and participants will be awarded professional development funds through the Strategic Plan budget.

Goal 2, Objective 2.3, Strategy 36

Enhance Support for leadership and management training programs to help staff and faculty advance in their careers.

The Faculty Recruitment, Retention, and Development Subcommittee of the President's DEI Board initiated the Faculty Professional Conference Award, under which 7 faculty members were awarded conference funds. This initiative provided support for the DEI Grant Proposal Reformulation Award. This initiative will provide targeted support to faculty whose externally funded DEI-related grant proposals were recently declined or rescinded due to shifting federal priorities. Selected participants will receive \$5,000 in total support (June 2025).

Goal 3, Objective 3.2, Strategy 48

Recognize and reward members of the campus community who demonstrate a commitment to diversity, equity and inclusion.

The Faculty Recruitment, Retention, and Development Subcommittee of the President's DEI Board developed the Faculty DEI Impact Award to recognize and honor an outstanding faculty member who demonstrates a commitment to advancing diversity, equity, and inclusion in teaching, research/creative activities, programming, service, and or community outreach. The individual will be recognized for making significant contributions in the DEI space and awarded \$1,500.00 which aligns with the Staff DEI Impact Award. Measures of

success include the number of qualified nominations and the awarding of one nominee at Convocation. The award nomination form, committee rubric for judging nominations and the award description have been created and are patterned after the Staff Award. The new DEI award will be added to the President's Award webpage and nominations are being recorded in Spring and the award recognition will take place in August 2025.

Staff Recruitment, Retention, and Development

Goal 3, Objective 3.1, Strategy 43

Establish DEI Champions for each division and department.

The Staff Recruitment, Retention, and Development Subcommittee of the President's DEI Board developed a cohort of members from various subcommittees to execute the DEI Liaisons training which defined DEI Champions and established a representative from each division and department. As the work evolved, the decision was made to revise the title of DEI Champions to DEI Liaisons. DEI Liaisons were appointed and onboarded on April 11, 2025. These Liaisons were provided with an opportunity to share what they've witnessed on campus as pressing DEI matters, advocate for changes and improvements, and address commonalities from area to area. The Liaisons program also evolved to reflect the importance that all members of the President's DEI Board act as liaisons – the bridge between the campus community and the DEI happenings that support our campus strategic plan.

Goal 3, Objective 3.1, Strategy 45

Create a directory of DEI experts across campus and a repository of DEI resources.

The Staff Recruitment, Retention, and Development Subcommittee of the President's DEI Board drafted a DEI Handbook that will ideally provide accessible resources in conjunction with other DEI resources to make information more widely accessible. Regularly assessing and updating DEI Handbook information will help the organization identify areas for improvement for support measures and ensure that DEI initiatives are transparently and widely advertised to the campus community. The Handbook evolved into a campus resource guide outlining various affinity groups and support organizations for students, staff, and faculty we already have on campus. The campus resources have been shared among the DEI Liaisons during the training on April 11, 2025.

Goal 3, Objective 3.2, Strategy 48

Recognize and reward members of the campus community who demonstrate a commitment to diversity, equity and inclusion.

The Staff Recruitment, Retention, and Development Subcommittee of the

President's DEI Board developed the Staff DEI Impact Award to acknowledge and reward a nominated staff member who exudes the importance of campus DEI efforts through their work and their relationships. The individual will be recognized for making significant contributions in the DEI space and awarded \$1,500.00 which aligns with the Faculty DEI Impact Award. Measures of success include the number of qualified nominations and the awarding of one nominee at Convocation. The award nomination form, committee rubric for judging nominations and the award description have been created and are patterned after the Faculty Award. The new DEI award will be added to the President's Staff Award webpage and nominations will be taken June – July for award recognition in August 2025.

Goal 3, Objective 3.3, Strategy 54

Expand availability and knowledge of adequate all gender bathroom spaces, lactation rooms, and interfaith meditation/prayer rooms to honor the needs of the campus community.

Facilities Management in partnership with the Staff Recruitment, Retention, and Development Subcommittee of the President's DEI Board worked to ensure adequate accessibility and marketing of gender inclusive bathrooms, lactation rooms, and safe spaces on campus. Additional all-gender restrooms are being constructed in the Pfau Library with an estimated completion date of June 30, 2025. A lactation room has also been constructed at the Palm Desert Campus in the Indian Wells Theatre. These locations are also being updated on the campus maps for each respective campus, and facilities tours are being conducted to demonstrate the accessibility of various affirming spaces. Funding was provided through the Strategic Plan budget.

Goal 2, Objective 2.2, Strategy 30

Promote a culture of respect and civility in which everyone's contributions are valued.

The Staff Recruitment, Retention, and Development Subcommittee of the President's DEI Board presented the campus with the Civility Campaign and CiviliTEA Cafes throughout the academic year. The Civility Campaign hosted programs that fostered meaningful conversations among employees, aiming to cultivate a more civil workplace. The Campaign collaborated closely with key

campus stakeholders, including the Faculty Senate, to ensure that programming reflected a diverse range of perspectives and addressed both staff and faculty needs. The CiviliTEA Café series signature programming featured a range of facilitators from across the campus, bringing unique voices and expertise to each session. The Civility Campaign was funded through the Strategic Plan budget.

Alumni and Community Outreach

Goal 1, Objective 1.2, Strategy 12

Augment partnerships between students and community based organizations.

The Alumni and Community Outreach Committee of the President's DEI Board hosted an Author Talk on The Temecula Massacre: A Forgotten Battlefield Landscape of the Mexican-American War with Gary Bubo and Lisa Woodward to uncover the overlooked history of the Temecula Massacre and explore the complexities of pre-statehood California, the cultural significance of the Temecula Indian Cemetery, and untold Tribal testimonies. Approximately 200 community members and alumni attended along with various local high schools who bussed their students to the event.

Goal 3, Objective 3.2, Strategy 45

Create a directory of DEI experts across campus and a repository of DEI resources.

The Alumni and Community Outreach Subcommittee of the President's DEI Board focused efforts on creating a Roster of DEI experts both on campus and within the external campus community. This repository includes names, contact information, and expertise for various components of DEI from cultural proficiency, Native American education, language evolution, civic engagement, critical race theory and more. The efforts to create an internal/external directory of cost-effective subject matter experts will continue to bring awareness, acceptance, and appreciation for each unique student, staff, and faculty experience. The document currently contains 31 on campus experts, and 8 off-campus experts that are committed to supporting diversity, equity, and inclusion efforts.

Goal 3, Objective 3.2, Strategy 51

Expand alumni engagement in career development and mentorship programs for students and recent graduates from historically underrepresented groups.

The Alumni and Community Outreach subcommittee of the President's DEI Board hosted meetings within the community to engage partnerships with external organizations such as the Garcia Center for the Arts in San Bernardino. Hosting off-campus meetings created neutral, dynamic, and inclusive spaces which encouraged meaningful dialogue among campus

community members and local community members. These off-campus meetings also allowed discussion regarding collaboration on programs, workshops, and other events focused on DEI. The subcommittee collaborated with the campus Affinity Centers to promote scheduling and participation of events to both current students and alumni.

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Financial Summary Sheet

The following table provides a financial summary for the academic year 2024–2025.

| Sub-Committee | Amount (\$) | Goal, Objective, & Strategy |
|--------------------------------------------------------------|-------------|------------------------------------|
| Programming and Student Learning | \$8,300 | Goal 1, Objective 1.1, Strategy 9 |
| Staff Recruitment, Retention, and Development | \$752 | Goal 3, Objective 3.1, Strategy 43 |
| Faculty Recruitment, Retention, and Development Subcommittee | \$5,250 | Goal 2, Objective 2.3, Strategy 36 |
| Faculty Recruitment, Retention, and Development Subcommittee | \$1,600 | Goal 3, Objective 3.2, Strategy 48 |
| Student Recruitment, Retention, and Graduation | \$600 | Goal 1, Objective 1.1, Strategy 9 |
| Staff Recruitment, Retention, and Development | \$1,600 | Goal 3, Objective 3.2, Strategy 48 |
| Curriculum and Student Learning | \$1,232 | Goal 3, Objective 3.2, Strategy 49 |
| Programming and Student Learning | \$6,671 | Goal 1, Objective 1.1, Strategy 9 |
| Alumni and Community Outreach | \$3,000 | Goal 1, Objective 1.2, Strategy 12 |
| Curriculum and Student Learning | \$1,980 | Goal 4, Objective 4.1, Strategy 56 |

Appendix B: Strategic Plan Contributions “At-A-Glance” for Academic Year 2024-2025

Goal 1: Student Success

Strategy 9

Strengthen cross-divisional collaborative partnerships to provide students with holistic and supportive experiences.

Strategy 11

Support the authentic implementation of and equitable student participation in High Impact Practices (HIPs).

Strategy 12

Augment partnerships between students and community based organizations.

Goal 2: Faculty and Staff Success

Strategy 27*

Develop new pathways to reward faculty who excel in research or creative activities with reassigned time.

Strategy 36*

Enhance Support for leadership and management training programs to help staff and faculty advance in their careers.

Goal 3: Diversity, Equity, and Inclusion

Strategy 41*

Enhance equity and inclusion in our curricula including pedagogy and assessment.

Strategy 43*

Establish DEI Champions for each division and department.

Strategy 45*

Create a directory of DEI experts across campus and a repository of DEI resources.

Strategy 46*

Develop and ensure university materials use inclusive language and are accessible (e.g., policies, procedures, applications).

Strategy 48*

Recognize and reward members of the campus community who demonstrate a commitment to diversity, equity and inclusion.

Strategy 49

Utilize available and new survey data to help better understand the experience of CSUSB community members and their diverse perspectives.

Strategy 51

Expand alumni engagement in career development and mentorship programs for students and recent graduates from historically underrepresented groups.

Strategy 54*

Expand availability and knowledge of adequate all gender bathroom spaces, lactation rooms, and interfaith meditation/prayer rooms to honor the needs of the campus community.

Strategy 55

Create data-informed initiatives and policies to assist our students from historically underrepresented communities.

Goal 4: Internationalization

Strategy 56

Increase the number of globally-focused activities and augment students, faculty, and staff involvement.

*Strategies notated with an asterisk are representative of designated focus areas for the 2024-2025 Academic Year Strategic Plan and may have solely or also utilized Strategic Plan funding sources.