

Staff Sub-Committee: President's DEI Board
September 26, 2025 2:00 PM via Zoom

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Meeting Minutes:

- Ice Breaker: What is one DEI related value that resonates most with you and why?
 - Belonging, Access, Equity, Courage, Kindness, Consideration & Understanding
- DEI Liaisons: how can the current liaisons come together to better serve the board?
 - DEI Lunch & Learns
 - Onboarding/Orientation for new members of the board
- Focus of the subcommittee can be on goal 2 and 3 of the Strategic Plan relating to Staff & Faculty Success and DEI strategy
 - Remain flexible in actions that benefit DEI and may or may not be listed on the Strategic Plan, find the source and create solutions
- Completed DEI Board Subcommittee Goals as a team

Strategy 38: Reimagine how the Staff Development Center can support staff excellence

*In progress. Continue to support the initiatives of the Staff Enrichment Center. The staff subcommittee hosts quarterly events that encourage participation, increase engagement, and aid in some type of professional development. Include Dr. Nicole Arkadie as Mental Wellness Fellow. Empower staff & faculty with process improvement skills, knowledge, collaborative efforts, etc.

Strategy 39: Facilitate awareness of existing HR processes

Create a repository/database of HR Business Process Guides that reflect updated information and policies, and include that database in the new HR website roll out. Ensure all business process guides available for HR policies and procedures are up to date, accurate, helpful and user-friendly. Survey to campus about the effectiveness of the new HR webpage including the updated HR database.

Strategy 42: Enhance collaboration between DEI partners across campus to create campus-wide events

Connecting with affinity centers to partner to support existing events they may host, support efforts and marketing of events, assist in helping incorporate staff & faculty in affinity groups on campus and increase participation in collaboration with other subcommittees. Civility at Work & Process Improvement collaboration with Kandy Liu.

Strategy 33: Increase availability & capacity at the Children's Center & Infant Toddler Lab School

While this initiative is bound to many challenges, it may be possible to determine where the gaps are, make the CSU partnership with Kindercare more well known, capitalize on the child

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care features available through the EAP, and possibly develop further MOU's with childcare centers in the area. Consider opportunities for parent support/community opportunities that are available to them.

Strategy 24: Ensure staffing levels meet the operational needs of the institution

PILOT/Lean Six programs and processes on campus in partnership with HR & FTO. How can we minimize overwhelm or burnout, prioritization, strategic thinking, doing the most with the resources and staffing that we DO have? Additional resources that can streamline processes and make the most out of "Human" power. Leverage AI, process improvement plans, smartsheets, etc.

Additional, secondary priorities were discussed as well and will be assessed as we work through our core five initiatives.

- Strategy 47: Create annual reporting on DEI progress for each division and college
 - Develop divisional report out template to utilize at end of year to showcase the accomplishments of each division throughout the academic year
- Strategy 45: Create a directory of DEI experts across campus and a repository of DEI resources
 - *In progress. Compose improvements to the current repository, possible partnership with the Alumni subcommittee who began working on this project last year, and incorporate contacts provided to DEI Liaisons
- Strategy 43: Establish DEI Liaisons for each division
 - *In progress. Incorporate DEI Liaisons Lunch & Learns and develop Onboarding/Orientation for new members of the board

Action Items:

All members to provide feedback on goals assessment and input on intended outcomes, effectiveness measures, and budget

https://docs.google.com/spreadsheets/d/1PyT2XQbRZWY8vIQM8D4kd6iJyvn3PuX44g5sTUjAY_8/edit?usp=sharing