
[Campus] DEI Spring Newsletter - March 6, 2026

From campus@groups.csusb.edu <campus@groups.csusb.edu>
on behalf of
DEI Board <deiboard@csusb.edu>
Date Fri 3/6/2026 12:27 PM
To Campus <campus@groups.csusb.edu>

Spring 2026

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A Message From the President

As I move forward into my final semester as president of California State University, San Bernardino, I wish to reiterate my words from this fall: I am incredibly proud of the work the President's Diversity, Equity and Inclusion Board is doing on our campus. As an anchor institution dedicated to serving the incredibly diverse residents of the Inland Empire, we need to meet our students where they are and support them as they move forward in their academic careers. That is how we build student success. This is not about "favoring" or "privileging" certain groups of students over others: this is about recognizing the individual strengths and deficits in each student who enrolls, along with celebrating the cultural and historical richness of CSUSB's students, faculty and staff.

Therefore, my message for you this semester is about looking forward. We build the future on a commitment to the people of the IE, who we are here to serve. This means we are here to provide access to a higher education degree or certificate to all who apply and meet our requirements. We will do this by building partnerships with our fellow residents: our public pre-K through 12 schools and school districts, our community colleges and our

fellow universities, along with the business community and non-profit organizations. All of these elements drive the IE's economic sustainability.

Our work with DEI underscores our commitment to social mobility. It means our commitment to the freedom to learn and the access to wide and diverse sources of knowledge. It means that we work to ensure no one is excluded. We do this by identifying the missing rungs on the ladder that will provide individuals with access to a higher education degree. And then work with our local school districts to ensure that those rungs are installed for students before they even reach us. It means that we continue to be a university which supports first-generation students and therefore helps embed a culture of college-going within families and communities to produce second- and third-generation students, and so on.

It means that we provide, as part of the campus learning experience, exposure to our students of the cultures and histories of the world. That can mean drawing on the rich diverse local cultures we can find here and also establishing international links and experiences for our students and our faculty.

DEI is the foundation on which we build a robust, resilient and dynamic educational experience for all who come to study on our campus. Because DEI recognizes the uniqueness in each of us, values the rich tapestry of histories and cultures for us to become knowledgeable of, and expands our understanding of what is possible.

DEI is our core and our strength.

Thank you for being a part of this effort at CSUSB. You are not just checking off a box. You are ensuring that we provide access, exposure and celebration of the richness of the world around us.

Tomás D. Morales

President

Upcoming Events


We're excited to share the DEI-focused events happening across campus this year! These gatherings provide meaningful opportunities to learn, connect, and celebrate our shared commitment to diversity, equity, and inclusion. Have an event to add? Email us at DEIBoard@csusb.edu—we'd love to include it.



Coffee and Bagel Gathering: Thrive Chats

 Tuesday, March 17, 2026

 11:00 AM - 12:00 PM

 Social and Behavioral Sciences
Building - Second Floor Patio



In Conversation with Dr. Fang Yu Hu (History, Cal Poly Pomona)

Author of "*Good Wife, Wise Mother: Educating Han Taiwanese Girls under Japanese Rule*" (U. of Washington Press)

 Wednesday, March 18, 2026

 2:30 PM - 3:30 PM

 [Join via Zoom](#)




Bridging the Gap: Alumni Insight on AI & Career Pathways

 Tuesday, March 24, 2026

 4:30 PM - 6:00 PM

 [RSVP Here](#)

 Pfau Library, Room 4005 (CSUSB
Faculty Center for Success)

CSU SAN BERNARDINO IS PROUD TO PRESENT

LUNCH & LEARN

March 20, 2026, 11 a.m. - 2:00 p.m.
CSU San Bernardino - San Manuel Student Union North
Registration: \$85
More information coming soon!

Save The Date!

LEADING ON OUR OWN TERMS

This year's spring ACE Women's Network of SoCal Lunch and Learn will celebrate women who are reshaping the meaning of leadership and crafting pathways that reflect their values, voices, and visions. Our panel brings together leaders from the University of California, the California State University, and the California Community Colleges - each offering insight into what it means to lead authentically and on one's own terms.



Wenda Fong Member, Board of Trustees The California State University	Berenecea Johnson Eanes, Ph.D. President California State University, Los Angeles	Martha Garcia, Ed.D. President Mt. San Antonio College	Elizabeth Watkins, Ph.D. Provost and Executive Vice Chancellor University of California, Riverside
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Women's Leadership Symposium presented by GLOW and the ACE Women's Network of SoCal

Friday, March 20, 2026

11:00 AM - 2:00 PM

**San Manuel Student Union North
Events Center**

Tickets: Sold Out



"Labor, Colonial Welfare, and Disability: Blind Factory Workers in Hong Kong" with Dr. Angelina Chin (Pomona College)

Wednesday, March 25, 2026

2:30 PM - 3:30 PM

[Join via Zoom](#)



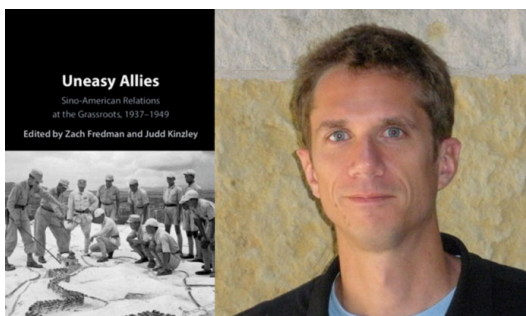
In Conversation with William J. Vogt

**Author of "Foundations of the
Chinese Internet"**

Monday, April 13, 2026

2:30 PM - 3:30 PM

[Join via Zoom](#)



In Conversation with with Dr. Judd Kinzley (UW Madison), "Uneasy Allies: Sino-American Relations at the Grassroots, 1937-1949" (Cambridge U. Press)

 **Monday, April 20, 2026**

 **2:30 PM - 3:30 PM**

 [Join via Zoom](#)




In Conversation with Dr. Marc Fudge

Author of *"Improving Equity through Fiscal Policy: Dashed Dreams"*

 **Thursday, April 23, 2026**

 **12:00 PM - 1:00 PM**

 **Pfau Library – Faculty Center for Excellence (PL-4005)**

News & Announcements

Leadership Academy

Launched in Fall 2025, the **CSUSB Leadership Academy** is a dynamic professional development initiative dedicated to cultivating inclusive, effective leadership among staff, faculty, and MPPs across the university. Designed to strengthen leadership capacity for both current and future roles, the Academy fosters collaboration, equity-minded practice, and a shared commitment to institutional excellence. [Applications are now open](#), the deadline to apply is April 3, 2026.

The Academy advances **Goal 2 of the Strategic Plan for Faculty and Staff Success**, reinforcing the university's commitment to expanding meaningful professional development opportunities. Through intentional programming and in-person engagement, participants gain practical skills, deepen self-awareness, and build cross-campus networks that empower them to lead with confidence and purpose at CSUSB.

Voices from Our Cohort

"The CSUSB Leadership Academy provided me an opportunity to reflect upon my experience thus far as a leader and give structure to my continued development within a cohort model. I feel fortunate to have been a part of the course."

— **Dr. Brandon Gamble**

“My biggest takeaway from the CSUSB Leadership Academy was getting to know and connecting with staff, faculty, and directors from across the San Bernardino and Palm Desert campuses—especially since it was in person! I also enjoyed the fun fact introductions, the small-group activities that helped us build stronger connections, and the reflection assignments that encouraged us to think more deeply about our experiences at CSUSB.”

— Jackie Aranda-Aguayo



Excellence in DEI Awards

Nominations for the 2025–2026 Academic Year [Excellence in DEI Awards](#) are now underway. These awards recognize faculty and staff whose leadership, service, and sustained commitment meaningfully advance diversity, equity, and inclusion at CSUSB, strengthening our campus community and promoting inclusive excellence.

Each recipient will receive **\$1,500 in professional development funds** and a commemorative plaque, presented by the University President at **Fall Convocation on August 20, 2026**. These awards provide both visible and meaningful acknowledgment of colleagues who help make CSUSB a vibrant, inclusive, and forward-moving institution.

All nominations are reviewed by a nomination review committee composed of representatives from the Board’s subcommittees. Submissions are evaluated based on substantive and specific examples demonstrating how nominees meet the established award criteria.

[Excellence in DEI Faculty Award](#) nominations are now open. The deadline to nominate a faculty member is April 24, 2026.

Nominations for the Excellence in DEI Staff Award will launch in June 2026, in coordination with the [President's Staff Awards](#) process.

Advantage Club

Advantage Club is LIVE for Staff & Faculty! Advantage Club, is an online internal platform that encourages recognition through designated badges, rewards. Advantage Club allows peers to wish each other a happy birthday or happy "work anniversary," supports the use of unlimited employee shared interest communities, hosts nomination capabilities for campus awards, and can automate polls and surveys to gather information and feedback from employees. The platform runs on individual, team, and corporate levels, and users may choose which push notifications they'd like to receive through email or text message. Advantage Club is accessible through Microsoft Teams integration using single-sign-on.

This platform supports the University Strategic Plan in addressing numerous Outcomes from Goal 2: Faculty & Staff Success.

Culture of Thriving



The Culture of Thriving is emerged as a result of our strategic plan and results from the Higher Education Research Institute (HERI) climate survey. Its purpose is to strengthen morale, trust, connection, and wellbeing across CSUSB so that faculty, staff, and administrators can do their best work in a supportive environment. The Thriving Committee will be holding workshops on key campus issues, hosting community-building "Thrive Chats," expanding the university garden to support wellbeing and food security, and researching flexible work arrangements.

Members of this committee include Taylor Adams, Mark Agars, Alisha Beal, Kelly Campbell, Dorothy Chen, Jacqueline Coyle Shapiro, Lisa Gordon, Christina Hassija, Kalie King, Blaise Morita, Bradford Owen, Robin Phillips, John Reitzel, Jennifer Sorenson, and Ted Young.

To view more information about this work, please visit:

[CSUSB Culture of Thriving](#)

Civility in Action

The Civility Campaign Committee has been instrumental in advancing civility, mutual respect, and inclusiveness across the CSUSB campus. Through thoughtful planning,

collaboration, and outreach, the committee has developed and implemented a comprehensive campaign that empowered students, faculty, staff, and administrators to engage in practices that foster understanding, respect, and appreciation of diverse perspectives. This initiative, grounded in CSUSB's mission to cultivate a respectful learning and working environment, continues to strengthen our community's sense of belonging for all members. The 2025-2026 academic year will see various CiviliTea Cafe's including topics such as navigating difficult dialogue. The Civility Campaign's original planning committee was recently nominated by our campus community for the Systemwide Trustee Wenda Fong & Mr. Daniel Fetterly Staff Award in the "Trailblazing Team" category.

Members of this committee include Sabrina Baca, Amer Bashir, Alisha Beal, Kristin Jackson, Kalie King, Steven Martinez, Dianna Montgomery, Robin Phillips, Ross Williams, and Ana Liza Zell.

To view more information regarding the Civility, please visit:

[Civility in Action](#)

HERI Campus Climate Survey

This spring, CSUSB will partner with **UCLA's Higher Education Research Institute (HERI)** to administer the Staff and Faculty Campus Climate Survey. This important assessment provides an opportunity to gather meaningful feedback about the experiences, perspectives, and workplace climate of our campus community.

Administering the survey this year aligns CSUSB with the assessment cycles of our benchmark institutions, allowing us to gain valuable insights while strengthening our long-term planning and decision-making efforts. Survey invitations will be distributed directly by HERI via email during the Spring semester.

Once results are available, findings will be incorporated into our existing dashboards, enabling the university community to track progress and examine trends over time. Because the HERI survey is administered on a three-year cycle, this is a significant opportunity for staff and faculty to share their experiences and help inform institutional priorities moving forward. Results of the prior HERI survey informed the launch of CSUSB's Leadership Academy, Culture of Thriving work, CiviliTea Campaign, wellness initiatives, the Advantage Club platform, and the upcoming Department Chairs Bootcamp.

To access the **Year 1 HERI Survey Results**, please visit:

[HERI Survey Results](#)

Board Member Updates

[We are seeking nominations](#) from interested students, staff, and faculty to join one of six sub committees on the President's Diversity, Equity and Inclusion Board, beginning in the 2026-2027 academic year. The appointment term is two years with an option to renew for an additional two years. Members are expected to attend and actively participate in

committee meetings every two weeks, facilitate the accomplishment of DEI initiatives aligned with the committee domain the university strategic plan, and attend DEI Board sponsored events.

Please nominate yourself or another individual for this fun, collaborative role (if nominating another person, please assess their interest and fit for the selected committee). The six sub-committees are:

- Student Recruitment, Retention, and Graduation
- Curriculum and Student Learning
- Staff Recruitment, Retention, and Development
- Alumni and Community Outreach
- Faculty Recruitment, Retention, and Development
- Programming

Each of these sub-committees will focus on specific areas vital to fostering a diverse, equitable, and inclusive campus community. Whether you are a student, staff or faculty member, your perspectives and participation are invaluable.

DEI Experts List - Now Live!

We're thrilled to announce the launch of the [DEI Resources Database](#), a searchable repository of DEI professionals and resources.

Interested in being added or have a resource to recommend?

Email deiboard@csusb.edu with a brief description of your DEI-related work or the resource you wish to suggest, and include keywords that can be used for content searches. Be sure to include "DEI Resource Database" in the subject line.

DEI Spotlight

Staff & Faculty Mental Wellness Fellow



The Human Resources Division is pleased to announce a partnership with Dr. Nicole Arkadie, who was selected by Faculty Affairs and Development as the 2022–2023 Mental Wellness Fellow. Building on this role, Dr. Arkadie will partner with the Human Resources Division to serve as the Faculty & Staff Mental Wellness Fellow, supporting the University’s Strategic Plan through the development of programming and targeted professional development opportunities focused on employee wellness. In collaboration with the Staff Development & Enrichment Center, she will advance innovative wellness initiatives and contribute to ongoing efforts to enhance overall faculty and staff well-being.

Message from The Senior Diversity Officers



Our campus is filled with people who care deeply about one another and our students. That passion for making a difference is part of what defines us as a community and helps sustain us during challenging times. If you have ideas for how we can continue strengthening our community, whether by building on what is working well or addressing areas of concern, we would be glad to hear from you. All suggestions are welcome.

We look forward to the many ways we can connect with one another, whether through CiviliTea or Thrive events, serving together on committees, attending campus gatherings, or simply saying hello in passing. These connections matter, and each of us plays an important role in shaping our campus into the environment we want it to be.

As your Senior Diversity Officers, we remain committed to ensuring this newsletter is similarly what you want it to be. We invite you to share your ideas, questions, and suggestions with us at DEIBoard@csusb.edu. If you would like to connect more directly, please schedule a 1:1 meeting with us, we truly value the opportunity to connect.

With Spring Break just around the corner, we encourage you to take intentional time to rest, recharge, and reflect. May this pause in the semester provide renewed energy for the important work we do together.

With gratitude,
Your Senior Diversity Officers



WE DEFINE THE *Future*



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CSUSB Human Resources

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