



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

June 8, 2026, 1:00 pm-1:30 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, HR Analyst |
| ☒ David Dufault-Hunter, Committee Member | ☒ Cherica Bell, AD of Culture and Climate |

MEETING AGENDA

1. Associate Director of Culture and Climate

Cherica began in her role on June 1, 2026. She will work closely with the Senior Diversity Officers, the President's DEI Board, the Staff Development and Enrichment Center, and the campus community to provide culture and climate program support. Cherica Bell is a higher education leader and advocate for student success, community building, and inclusive leadership. Prior to this role, Cherica served within the university's TRIO Educational Talent Search Program, leading college access initiatives that supported first-generation and historically underrepresented students across local school districts. Through strategic programming, mentorship, and community partnerships, her work has centered on creating pathways of opportunity and empowering students to pursue higher education with confidence and purpose. Cherica is passionate about building community and cultivating environments where individuals feel seen, supported, and empowered to thrive. She believes meaningful change happens when people are bold enough to challenge and reimagine the face of leadership through creativity, passion, and authenticity.

2. HERI Survey as of April 30

Kelly provided an update on the Higher Education Research Institute (HERI) Survey as of April 30, 2026. During the previous survey cycle in March 2024, 36% of staff (568 respondents) and 21% of faculty (368 respondents) completed the survey. Current participation rates ranked below those achieved in March 2024 for both staff and faculty populations. Librarians, coaches, and counselors received both the staff and faculty surveys and were given the option to complete either survey or both. A feature

was incorporated into the survey process to distinguish Professional Development Center (PDC) responses. Survey results are expected to be available in the fall and will be used to help guide strategic planning and funding decisions. The HERI survey is administered on a three-year cycle through UCLA. Looking ahead, the committee discussed the possibility of developing an institution-specific survey while also consulting with other CSU campuses regarding their assessment practices. It was noted that WASC accreditation standards require the institution to conduct campus climate and assessment surveys.

3. Leadership Academy

Kelly reported on the selection process for the second cohort of the Leadership Academy. Input was gathered from Vice Presidents and Deans, and supervisors were notified before selected candidates were informed of their acceptance. The goal is to maintain the academy at approximately 30 participants. Academy sessions will begin in the fall and will be held from 8:45 a.m. to 1:00 p.m. Future cohorts may benefit from additional coordination with Vice Presidents to ensure broad divisional representation. The selected cohort includes 19 staff and management employees and 11 faculty members. Staff and management participants represent Human Resources, Student Affairs, Academic Affairs, SEMM, Facilities, Planning & Management (FTO), and University Advancement. Faculty participants represent the College of Business and Public Administration, College of Natural Sciences, Jack H. Brown College of Business and Public Administration, College of Education, Academic Affairs, and the College of Arts and Letters.

4. Juneteenth

- Robin provided an update on the Juneteenth Symposium scheduled for June 11, 2026, in SMSU North Rooms 2205 and 2206. A reminder email will be sent to the campus community. Catering arrangements have been finalized, with food planned for approximately 150 attendees. Due to the university's right-of-first-refusal process, catering services were coordinated accordingly. The event will also include book giveaways, and a thank-you message will be sent to committee members for their support and contributions.
- Tentative Agenda
 - i. 9am: Juneteenth Symposium begins
 - ii. 9:05am: Kelly & Robin Welcome Remarks
 - iii. 9:10am: Introduction to Dr. Marc Robinson
 - iv. 9:50-10:00am: Lunch Begins
 - v. 10:00am -12:00pm: Viewing Party (include the agenda from the CO)
 - vi. 12:00pm: Kelly & Robin Closing Remarks
- **Registered attendees: 95**
 - i. Student - 22
 - ii. Faculty - 7
 - iii. Staff - 36
 - iv. Management – 25
 - v. Community Members – 5
 - a. Dr. Terrance Stone - Founder: Young Visionaries

- b. Kimberly Calvin - Director, Akoma Unity Center
- c. Jessica Esquivel – Representative, Akoma Unity Center
- d. Sir Doyle Duplechan – Representative, Young Visionary Youth Leadership Academy
- e. Mr. Carl M Dameron - President, Black Culture Foundation

5. Budget Review & Approval for 2026-2027

- Robin presented the proposed 2026–2027 DEI Board budget for review. The budget follows a structure similar to the previous year and includes an allocation of \$10,000 for each committee. Overall funding is significantly higher than the prior year and includes support for two course releases per semester. The Faculty Fellow position continues to be funded through the Human Resources Strategic Plan budget. Katherine will consult with the President regarding the proposed budget. Any necessary adjustments will be made following those discussions. Once the budget is approved, a follow-up meeting with Vice President Sudhakar will be scheduled. Board leadership was also informed that Dr. Arkadie’s year-end report will be reviewed, with an emphasis on documenting initiatives undertaken and attendance levels across programs and events.

6. Board Vacancies

- Kelly shared information regarding current and anticipated board vacancies. This information will be reviewed by Senior Diversity Officers (SDOs) during the SDO Retreat at the end of the month and will subsequently be presented to Cabinet in early July. Based on feedback from committee chairs and members completing their terms. Vacancies based on feedback from Chairs and those at the end of their appointment:
 - i. 2 chair positions for the Curriculum Committee
 - ii. 1 vacancy for the Programming Committee
 - iii. 3 vacancies for the Staff Committee, including one from PDC
 - iv. 1 vacancy for the Alumni Committee
 - v. 4 vacancies for the Student Committee

7. Enhancing Trust Workshop

- Kelly reported on the Enhancing Trust Workshop hosted by Culture of Thriving on May 1, 2026, at the Faculty Center for Excellence. The event attracted 65 registrants and was facilitated by guest speakers Frederick Jones and Tamika Simpson. The workshop focused on exploring what trust looks like within the CSUSB community and fostering dialogue around campus climate and relationships. Feedback regarding the facilitators was mixed; however, participants expressed interest in continuing conversations on the topic. Additional feedback suggested creating smaller focus groups in future sessions to provide attendees with a more comfortable environment for sharing their perspectives and experiences.