



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

April 9, 2026, 3:00 pm-4:00 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 | ☒ Kalie King, Associate Director, Compliance and Strategic Initiatives |
| ☐ David Dufault-Hunter, Committee Member | |

MEETING AGENDA

1) HERI Survey as of April 8

- 153 staff members have completed the survey
- 71 staff members have started the survey
- 59 faculty members have completed the survey
- 41 faculty members have started the survey
 - i. Continued promotion to complete the survey to both MPP's and Deans
 - ii. Tanner will get the complied data from UCLA and present the dashboard
 - iii. Results will be available to us before Convocation

2) Spring Retreat

- 9:00 a.m. – Breakfast begins
- 9:20 – 9:30 a.m. – SDO Welcome Remarks
- 9:30 – 10:00 a.m. – Committee Chair Recaps
 - i. Each Chair/Vice Chair will share one slide of accomplishments
 - ii. Microphones will be circulated
- 10:00 – 10:05 a.m. – Introduction of Speaker (SDOs)
- 10:05 – 10:15 a.m. – Speaker Address (Dr. Coley)
- 10:15 – 11:00 a.m. – Fireside Chat
 - i. Honorary Guest and President Morales
 - ii. Moderated by SDOs (Q&A format)
- 11:10 – 11:50 a.m. – 2026–2027 Priorities and Goals
- 11:50 a.m. – 12:00 p.m. – Closing Remarks

3) Budget Approval

- Similar structure as previous year including \$10,000 for each committee
- \$120,000 plus rollover for 24-25
- Rollover funds to discuss budget \$16,000
- May 7/June 4 – Clear understanding of what last year's budget was and what it paid for, what was the ROI of the investment related to the Strategic Plan
- Create a more detailed final report that indicates what we provide into Campus Labs but focused on Strategic Plan ties and the return of labor and cost

4) DEI Badges – did not discuss

5) Sub-Committee Updates

- Alumni and Community Outreach – Watts
 - i. Not present
- Curriculum and Student Learning – Mohamed
 - i. Faculty Learning Community – Equity Minded Teaching
 - ii. Spring Alumni Networking event in collaboration with Alumni Committee
 - 1. Faculty spoke toward how their education prepared them for their career at CSUSB, ~20 faculty attended
 - iii. Disability Justice and Accommodation Implementation Training for 16 faculty members to participate and complete
 - iv. Alumni Career Readiness testimonial videos being produced to share with current and perspective students
- Programming – Olivérez
 - i. Funding requests to be provided to Baneza/DEI inbox
 - ii. Evolved from co-sponsoring or initiating programs to funding programming that's occurring on campus
 - iii. Engaging students to request funding for their DEI needs as well
- Student Recruitment, Retention, and Graduation – Dufault-Hunter
 - i. Not present
- Staff Recruitment, Retention, and Development – Sudhakar
 - i. Considering options to host HR specific processes during the LEARN conference
 - ii. Civility closing event is coming up in April/May
 - iii. Childcare Survey shared with Cabinet and with the subcommittee that will go out from Tanner/Institutional Research to all Staff & Faculty, separated by San Bernardino Campus and Palm Desert Campus
 - iv. LEARN Conference June 17, collaborating with Faculty Center for Excellence to increase participation\
 - v. Staff Council session at LEARN Conference, currently being led by MPP and needs to be supported by Staff to ensure their voice is present
- Faculty Recruitment, Retention, and Development – Katherine
 - i. Annual DEI Award
 - ii. Presentation Slide for Spring Retreat
 - iii. Enhancing DEI in Pedagogy

- iv. Annual Reporting for each Division & College
- v. Inquiry of Coaches and Non-Instructional Faculty into the Faculty DEI Award – to work with Kelly

Future Meetings:

- Thursday, May 7, 2026
- Thursday, June 4, 2026