



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

January 15, 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 | ☒ Baneza Garibay, Human Resources Analyst |
| ☒ David Dufault-Hunter, Committee Member | |

MEETING AGENDA

- 1) **Fall Retreat Recap** - Robin provided a recap of the fall retreat and reviewed the handout summarizing collected responses from the subcommittee breakout sessions. Committee members shared that the breakout sessions were well received, describing the atmosphere as warm and inspiring. Participants expressed strong appreciation for Arlene and her presentation, noting that they valued both her presence and the content she shared. A significant theme that emerged from the retreat was the importance of shifting how DEI is framed while maintaining its core meaning. Discussion emphasized creating open spaces for dialogue, building collaboration, and responding to the desire for stronger community connections. Participants expressed interest in more general dialogue opportunities and raised the possibility of reviving a Lunch & Learn series, potentially in partnership with the Racial Equity Alliance. The committee discussed whether to bring back a similar model or create a CSUSB-specific version. Ideas included identifying faculty and staff interested in speaking on DEI topics through a campus-wide call, vetting speakers through the Staff Development Center (SDC), and inviting members from Inclusive Excellence (IE) to present. There was also interest in offering sessions via Zoom to broaden participation and reach a larger audience.
The satisfaction survey feedback from the retreat was overwhelmingly positive, particularly regarding Arlene's presentation. The committee discussed a small number of strongly negative ratings, noting that anonymous surveys can sometimes reflect disgruntled responses or accidental selections. Members observed that those responses lacked explanatory comments in the open-ended section. Suggestions for future

retreats included allowing more time for speakers and ensuring stronger connections to the Strategic Plan.

- 2) **ACE Women's Conference** - Kelly provided an overview of the upcoming ACE Women's Conference scheduled for March 20. The committee discussed requesting Cabinet approval to use DEI funds to cover registration costs for CSU presidents, Cabinet members, and GIA representatives who wish to attend. Tables are available for campus leadership at a cost of \$85 per individual or \$560 per table, with DEI Co-Chairs identified as potential participants.

Several logistical costs for the event have already been covered, including parking, panelist gifts, and discounts on lodging and food. CSU News will also be covering the table. The conference accommodates approximately 300 attendees and is one of two major annual events, with previous hosting at CPP and a transition underway to CSULA. Panelists have already been confirmed. The total budget allocation for the event will be finalized.

- 3) **Spring Retreat** - Robin shared initial details for the spring retreat, scheduled for April 28, 2026, in SMSU North. Save-the-date notifications will be sent to Board members by the end of the week. The committee discussed potential speakers, including whether to invite Delci, noting that she has not yet spoken on campus and that recent feedback suggests interest in hearing directly from her. Members discussed the value of a speaker focused on the Strategic Plan or CSU Forward, allowing sufficient time for questions and discussion. Additional themes included changes to DEI and how those changes intersect with student success.

- 4) **HERI Survey** - Kelly provided an update on the HERI Climate Survey. Institutional Research (IR) will cover the cost of administering the survey, while DEI funds will support weekly prize drawings. Tanner will be responsible for registration and completing the required paperwork. It was noted that no other CSU campuses have signed up to administer the survey this cycle, eliminating opportunities for CSU benchmarking. However, IR has already developed a dashboard to support analysis and reporting.

The committee discussed that in a future iteration—though not this spring—the campus may consider developing its own climate survey using selected HERI questions, which would eliminate the need to pay external fees. The data remains particularly valuable for WASP, as it helps assess environmental factors such as budgetary pressures and labor strikes.

- 5) **Budget** - Robin provided a budget update, noting that \$22,000 has been spent during the current fiscal year. Each subcommittee has been allocated \$10,000 to support their initiatives. The Leadership Academy incurred costs totaling \$5,071, largely related to participant expenses. Additionally, \$1,375 was spent to sponsor the GLOW lunch event.
- 6) **Leadership Academy** - Kelly shared an update on the Leadership Academy. A total of 63 individuals applied for the inaugural cohort, with 27 participants selected. One participant withdrew prior to the start, and two others exited during the program. The cohort met every two to three weeks, with facilitation provided in-house. The first cohort concluded with 23 graduates in November. The next application cycle will open in the spring, with the deadline set for April 3. While the email announcement has not

yet been sent, the website has been updated with current information. Intentional seating assignments were used to encourage relationship-building among participants. A follow-up engagement with the first cohort is planned for the spring. Additionally, one staff member and one faculty member, Diana Camila and Michelle Bell, will be featured in campus news.

- 7) **Inclusive of Excellence Success (CO)** - The committee briefly discussed the Inclusive Excellence Success initiative from the Chancellor's Office. Roni provided an update, noting that an inventory list was distributed and a survey was submitted to external partners. No major concerns or red flags were identified. The Faculty Teaching Organization has not provided feedback to date. The committee noted that while national attacks on DEI continue, the campus will maintain its overall approach, with some adjustments made as needed, without changing the foundational nature of the work.

8) **Sub-Committee Updates**

- Alumni and Community Outreach – Watts
 - i. The Alumni and Community Outreach Subcommittee reported ongoing collaboration with faculty and student groups. Ryan Keating reached out regarding a potential venue change, and the subcommittee is exploring whether the event can be held in that space. Efforts related to AI and career readiness are being integrated into a future conference to increase attendance and strengthen cross-campus collaboration.
- Curriculum and Student Learning – Mohamed
 - i. The Curriculum and Student Learning Subcommittee reported positive progress, having revisited priorities and advanced several active projects. Goals include increasing the number of faculty implementing equity-minded teaching, collaborating with Alumni to embed alumni career readiness experiences into courses, and expanding faculty adoption of disability justice and accommodation practices.
- Programming – Olivérez
 - i. The Programming Subcommittee reported that a call for proposals was issued outlining funding criteria, resulting in 11 applications from diverse campus and student groups. The subcommittee discussed resource allocation and noted that CAPS is hosting a program with 60 participants featuring a nationally renowned speaker on DEI and mental health, sponsored by the DEI Board.
- Student Recruitment, Retention, and Graduation – Dufault-Hunter
 - i. The Student Recruitment, Retention, and Graduation Subcommittee reported two major initiatives. The Next Gen Conference was hosted in November 2026, drawing 450 high school students and featuring direct admissions. The Blue Scholars event held in January 2026 attracted 70–100 students. Additional efforts include translating the Admissions website into Spanish and other languages and implementing a new net price calculator that is more user-friendly, accurate, and translatable. The

subcommittee emphasized that affordability concerns are often based on misinformation, and the new tool aims to address that perception.

- Staff Recruitment, Retention, and Development – Sudhakar
 - i. The Staff Recruitment, Retention, and Development Subcommittee reported ongoing efforts to update HR business process guides and create a comprehensive glossary for internal and external users. The subcommittee is also assessing childcare options, including the Children’s Center, Infant/Toddler Lab School, KinderCare MOU, and potential partnerships such as Bright Horizons. Development of the Staff Development Center remains a primary focus, with strong attendance reported across trainings, conferences, and workshops covering technical skills, leadership development, cultural competency, and career pathways.
- Faculty Recruitment, Retention, and Development – Katherine
 - i. The Faculty Recruitment, Retention, and Development Subcommittee reported meeting monthly and will continue work into AY 2025–2026. Priorities include expanding funding for research and scholarly activity, continuing travel grants for faculty engaged in DEI research, and developing website resources on DEI pedagogy. Ongoing work includes scaffolding DEI-informed pedagogical practices, evaluating syllabi for multicultural content, and collaborating with the RPT Taskforce, IQC, and TRC.

Future Meetings:

- Thursday, February 5, 2026
- Thursday, March 5, 2026
- Thursday, April 2, 2026
- Thursday, May 7, 2026
- Thursday, June 4, 2026