

Staff Sub-Committee: President's DEI Board

April 10, 2026 Zoom

Alisha Beal Jennifer Sorenson Gerard Au Sara Garcia
Kalie King Ana Liza Zell

Meeting Minutes:

- General Updates
- Subcommittee Goals: Year-End Updates
 - DEI Repository: Met with Marc Fudge from the Faculty subcommittee and they have no interest in combining our efforts and using the created Smartsheet. We were informed that they sent the initial request for Faculty to utilize for Faculty Senate purposes, not the DEI repository. They voiced a concern that "people would be confused" if we sent a second request for faculty AND staff experts. How would we like to proceed?
 - Let's move forward and get approvals to send out the smartsheet through the DEI inbox asking for feedback from both Faculty and Staff.
- \$5,000 for Civility Closing Event on April 28
- \$2,500 for Clifton Strengths Assessments through the Staff Enrichment Center
- Sara created presentation slide for Staff subcommittee share out - outcomes and goals shared and slide outline created

[DEI Board Subcommittee Goals & Budget](#)

Strategy	Small Group	Intended/Possible Outcomes	Budget	Updates
39	KK/AB/GA	Improve the clarity and visibility of HR related processes and protocols through database management/process management/website updates, etc. Lead: Kalie King	\$0.00	Short-term - hosting a session at LEARN conference focused on "HR 101", walking through the basics of how certain processes work, time to completion, points of contact, etc. Long-term - revising and recreating the HR website to include more relevant, user-friendly information.
42	AB/KK/SG	Civility at Work, Lunch & Learns with SDO & Liaisons Lead: Alisha Beal	\$5,000.00	Civility in Action will be hosting an end-of-year event April 28 from 12 - 2 PM in SMSU South. Utilizing half of the \$10,000 budget to support the success of this closing event. Creating an interactive survey event asking for feedback and partnerships, ideas, collaboration for next years' endeavors. Giveaways, raffles, etc., for attendees. Jenny can provide easels if needed.

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33	JS/KK/ MB/ SS	Childcare center evaluation, MOU's & external resources, Bright Horizons, EAP, local child-care centers Lead: Jenny Sorenson	\$0.00	Gerard and Sam shared a survey that is going out from Institutional Research to gather information on the need for childcare services. Measures were taken to meet with Children's Center & Infant Toddler Lab School to better understand their staffing, occupancy availability, campus needs, gaps, etc., and what is available for both San Bernardino and Palm Desert campuses. Met with and explored various MOU options for external childcare partnerships which were out of our budget allotment. As far as current needs for student/ staff/ faculty parents, we're compiling a database in connection with Mark Agars to provide that includes both San Bernardino and Riverside county diaper banks, food banks, toys and clothing donations, library resources, childcare resources, etc.
38	ALZ/S G/KK	Awareness of career paths, training, Academic Impressions, cohorts, high level visibility, collaborations with FCE, increased participation, LEARN conference, additional conference type learning, workshops on technical skills, industry-specific training, soft-skills & personality or work type assessments, cultural competency, etc. Lead: Ana Liza Zell	\$2,500.00	SD&E is working on preparation for the LEARN Conference June 17, 2026. Official invitation and call for proposals sent out to campus. Theme is being finalized, content will include both professional and personal development including wellness initiatives. Collaboration with Wellness Fellow - vision board workshop. Next sessions will be Wednesday, May 14th for Mental Health Awareness Month, mindfulness and positivity. \$2,500 toward Clifton Strengths Assessments was approved by SDO's.