

# University Advancement: Inclusive Excellence Plan

## Objectives

- Attract and retain a diverse staff
- Increase staff knowledge and understanding of inclusivity and diversity
- Celebrate diversity

## Problem Statement

### University Advancement would like to:

- Strengthen outreach, recruitment, retention, and professional development of a diverse faculty, staff, and administration
- Leverage the diversity of our university community to enhance the educational experience for all students
- Anticipate and respond to the needs of a diverse university community

## Tactics

- Staff participate in 'Diversity Training in Hiring Practices' offered through Office of IE&S, new hire search committees include 'Diversity Training in Hiring Practices' trained staff person, and newly hired staff will be offered and participate in IE training opportunities within onboarding
- Staff members attend at least 1 IE training opportunity during the academic year and voluntarily report takeaways at roundtable portion of department team meetings
- Create reference document for staff listing the various IE training opportunities and workshops offered across campus as well as acknowledge and celebrate diverse cultural holidays and observances



Authors:  
Vincent LoForti  
and Diane Wilson

### Outcome/Next Steps:

As a result of this project, university advancement staff will have a greater knowledge base and understanding through inclusive excellence training opportunities.



# INCLUSIVE EXCELLENCE PLAN

## Mission Statement:

Cal State Monterey Bay Athletics seeks to provide a safe, equitable and inclusive environment for all, regardless of race, gender identity, sexual orientation, spirituality, socioeconomic background, disability or any other defining characteristic.

We believe a diverse, welcoming environment empowers all of us to show up as our authentic selves to connect, collaborate and create better ideas, policy and action.

Furthermore, we seek to promote an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds.

Discrimination of any kind or intolerance of any level has no place within CSUMB Athletics, whether in competition, in the classroom, in the locker room or in the stands.

### Strategies:

Create a more welcoming and inclusive environment, enhance the sense of belonging among student-athletes, coaches and staff in the athletics department.

Develop more inclusive leaders through education and programming.

Identify and recruit a diverse pool of candidates for all positions. Retain diverse employees through intentional engagement and professional development opportunities

Form a permanent Athletics IE Committee to steward, monitor progress, and hold department members accountable to the Athletics IE Plan.

### Tactics:

Listening sessions and focus groups with student-athletes to learn about their experiences at CSUMB, Create IE sub committee within Student Athletic Advisory Committee (SAAC)

Return on Inclusion (ROI) Online Learning for all coaches, staff and administration in athletics department.

Grow recruitment network through membership, participation and engagement with NCAA, NACDA, Womens Leaders, WeCoach and other Coaches Associations. NCAA Leadership Collective - Searcher Database

Develop structure that allows student-athletes to engage with the committee to provide feedback, voice concern, hear about and influence the work of the Athletics IE Committee.

### Highlight:

Fourteen (14) athletics department staff members earned the Return on Inclusion *Inclusive Leadership Certificate* for completing six modules covering the following topics:

Diversity, Inclusion & Belonging Foundations , Cultural Competence & Managing Relationships  
Overcoming Bias and Decoding Microaggressions , Unpacking Racism, Anti-Racism & Privilege,  
LGBTQ+ Inclusion & Gender Stereotypes, Inclusive Leadership & Strategic Plan Development

RETURN ON INCLUSION



# CHSHS Equity and Inclusion Plan (IEP)



Committee on Inclusion and Social Equity (CISE) members since 2016 (Includes students, staff and faculty)

Marie Alonzo, George Beckham, Daramola Cabral, Patterson Emesibe, Alyssa Erikson, Christopher Forest, Vanessa Lopez-Littleton, Kai Medina-Martinez, Stephen Padgett, Britt Rios-Ellis, Maria Gurrola, Nicole Reichhart, Renie Rondon-Jackson, Emilia Davies-England

## CSUMB Equity Plan Goal

Create a more inclusive and equitable college community.

## CHSHS Vision

Creating health, fitness and well-being in a socially just environment that honors equality, inclusiveness, cultural responsiveness, and active community engagement.

## CHSHS Mission

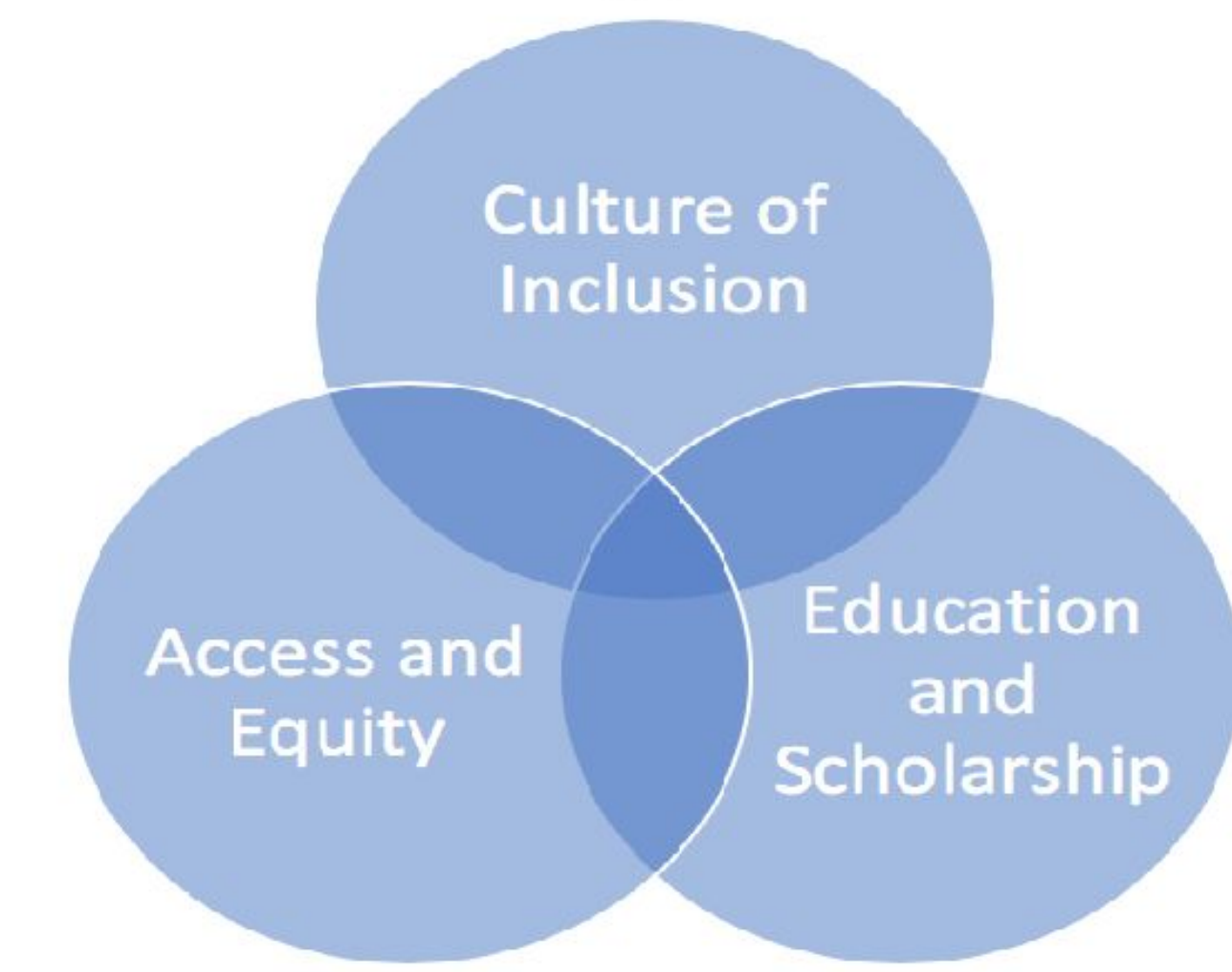
Strengthening the quality of life of the diverse communities with whom we live, work and serve through collaborative and community-informed education, research, training and service.

## Accomplished Tasks:

- Committee on Inclusion and Social Equity has been active since 2016 (CISE)
- Student activities have been implemented since 2016 including class lectures and student events
- Combine Diversity Series and Equity and Inclusion Plan
- Created and awarded Excellence in Social Justice Awards for students, staff and faculty since 2021
- IEP was approved Fall 2021 with input from students, staff and faculty.
- Build a budget item within the college

# CHSHS Equity and Inclusion Framework

This plan is based on the historic body of work in inclusive excellence by American Association of Commissioned Colleges and Universities (AAC&U) and applies dimensions identified in *Diversity's Promise for Higher Education: Making it Work*



**Culture of Inclusion:** Create and sustain an environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations

**Access and Equity:** Achieve an increasing level of diversity in underrepresented/underserved populations

**Education and Scholarship:** Develop and implement curricula and initiatives that are responsive to a dynamic global society (using a culturally informed lens that honors diverse populations and perspectives)

## 23-24 Academic year goals:

- Maintain students and faculty as active participants in CISE
- Plan a meaningful event to build relationships at the college level

## Outcome/Next Steps:

- Continue working on developing a matrix including outcomes, timelines, targets.
- Maintaining the annual activities and awards



California State University  
**MONTEREY BAY**  
College of Health Sciences and  
Human Services

# College of Education: Inclusive Excellence Plan

Developed and advanced by  
the COE Race, Equity,  
Diversity, & Inclusion (REDI)  
Committee

## COE Vision

Through innovative teaching and scholarship, the College of Education prepares highly effective, culturally sustaining professionals who serve, engage, and transform communities and schools to promote equity and social justice.

## COE Mission

The College of Education prepared innovative scholar-practitioners who enact culturally responsive and sustaining, evidence-based practices to cultivate lifelong learning and well-being in diverse communities.

### Problem Statement

The College of Education has enrolled more than 900 students per semester since fall 2019. Demographic data show distinct underrepresented groups among faculty, staff/MPP ranks, and lecturers compared to the student body.

**Strategy 1.** Create and sustain an environment that affirms diversity and employs inclusive practices through its daily operations so that all students, staff, and faculty feel part of the COE community.

**Strategy 2.** Recruit and retain a more diverse and inclusive faculty (T/TT, and lecturers), staff, and student body. Provide professional learning opportunities and mentoring equitably to staff and faculty.

**Strategy 3.** Ensure intentional integration of culturally sustaining/responsive, anti-racist, anti-bias, diversity and inclusion pedagogy and topics into academic curriculum and professional learning for faculty and staff.



### Actions Taken

#### Community Building Initiatives

- faculty and staff
- students, staff, and faculty (Pláticas)

#### Professional Learning & DEI Capacity Building:

- COE Book Club
- Student Learning & Success Collaborative

#### Faculty Retention Actions & Initiatives

- Provide a formal system of mentorship
- Professional learning opportunities (on anti-racism, microaggressions, inclusiveness with OIE, and new initiatives) and community building
- Dean & Department RTP Committees hold annual meetings with faculty

#### Staff Retention Initiatives:

- **Professional learning opportunities** (on anti-racism, microaggressions, inclusiveness with OIE, and new initiatives) and **community building**

#### Curricular Integration

- Identify/create a tool for examining syllabi to reflect intentional integration of an anti-racism, anti-bias, diversity, and inclusion framework.

**CSU Monterey Bay  
INCLUSIVE  
EXCELLENCE PLAN  
2021-2025**

**COLLEGE  
SUPPORT  
PROGRAMS**

CALIFORNIA STATE UNIVERSITY MONTEREY BAY

**Missions Statement:**

CSP is dedicated to making a positive difference in the lives of non-traditional students through a broad range of high-quality programs and services. We provide academic support services to help underrepresented undergraduate students remain in college and reach graduation.

**Goals:**

- Increase outreach and recruitment efforts for a diverse CSP student body (Men (26%), Black (5%), Asian American (4%), and Native/Indigenous populations (0%))
- All department staff will complete OIE's Certificate Diversity Learning Series (DLS) and provide/share other professional learning opportunities
- Recruit and retain a more diverse and inclusive CSP staff
- Create a more inclusive welcoming environment by increasing the sense of belonging among student body and staff

**Tactics:**

- In alignment with state and federal program guidelines develop a multicultural student recruitment action plan that specifies outreach and recruitment efforts of diverse population and update all marketing materials to ensure inclusive language
- Increase staff knowledge and understanding of inclusivity and diversity. Dept. Staff will create a database to share opportunities and report out on training/experiences at CSP meetings
- Add inclusive language in all recruitment documents and increase outreach and distribution of job postings to diverse professional organizations/groups by working with HR/UP and OIES for search committee support
- (1) Support the work, visibility, function, and collaboration among the employee affinity organizations by sharing opportunities and supporting involvement. New employees will be oriented about the employee affinity groups during onboarding (2) Create intentional dept/program community building activities/events (e.g. each month have a specific identity theme such as disability awareness month, black history month, etc.) (3) Use program surveys and interviews to assess students' feedback on diversity & inclusion (4) Update the CSP Mission Statement to also include a diversity and inclusion statement

**Metrics**

- Increase recruitment of one category by at least one percentage point within two years
- All CSP staff will be required to attend DLS training. Confirmation of participation will be received from OIES. Required refresher after two years. Supervisors will collect and track trainings
- Track the number and percentage of postings and professional/groups being used
- (1) 100% of the staff will be provided the opportunity to participate (2) Track number of participants in activities/events (3) Review student survey feedback to enhance/change practices (4) 100% of the staff and students will be aware of the CSP mission statement
- Track number of related activities being offered and number of students participating. Review student survey feedback to enhance/change programming or practices
- Develop a survey regarding familiarity of CSP services and share with departments. Track number of partners/stakeholders.



College Support Programs Team

**Outcome:**

Maintaining a diverse and inclusive department, reflective of the student body and Campus Community we serve.

# University Corporation at Monterey Bay: Inclusive Excellence Plan

## Introduction/ Corporation's Commitment

The Corporation is committed to supporting a culture of openness, trust, and integrity in all of its management and business practices. As part of this commitment, the Corporation actively values diversity in the workplace, and seeks to take advantage of the rich backgrounds and abilities of everyone.

## Objective

Support CSUMB's Inclusive Excellence Plan , (Priority #2) through engagement with Corporation Administrative Departments in establish common goals to align the diversity work. Launch Inclusive Excellence Program to begin this work.

## Problem Statement

Corporation needs to develop a staff culture that better aligns with CSUMB DEI guidelines.

## Stakeholder's List

Executive Leadership,  
Staff in Corporation  
Administration - HR,  
Accounting, Post Award,  
Contractions, Salinas City  
Center Staff, KAZU, and  
Pay It Forward

## About The Inclusive Excellence Peer Facilitator (IEPF) Program:

The program promotes awareness and builds capacity for peer facilitators to serve as a valuable resource for colleagues throughout University Corporation. The program goal is to support Corporation's Inclusive Excellence in Action Initiative, which promotes core values of inclusivity, respect, social justice and equity by weaving them throughout all levels of organization. Peer facilitators met regularly and completed training seminars, and facilitated intradepartmental dialogues for their peers.



Maddison Burton,  
Director of HR

Andrea Bozant,  
Assistant HR Director

Corporation Administration Department Staff

## Outcome/Next Steps:

As a result of this pilot program, we have empowered over 12 staff members to facilitate projects in their area. We will begin a cohort two in 23-24.

# COS Diversity, Equity and Inclusion Plan (COS-DEI), Fall 2023



“Create a more diverse, equitable and inclusive college community and make DEI an integral part of everything we do in our college”

**Ad Hoc Committee Members of the committee representing all departments:** Students (Danielle Anderson, Ethan Quaranta, Matthew Dunham, Miguel Cancino-Perez, Olivia Equinoa, Rebecca Chavez, Taylor Trivino, Wendy Feng), Staff (Carisse Ballard, Jeanette Favaloro, Jessica Valdez-Schulz,) Faculty (Alison Haupt, Dan Fernandez, Katherine Green, Lipika Deka, Liz Alter, Peri Shereen, Suzanne Worcester, Wes Modes)

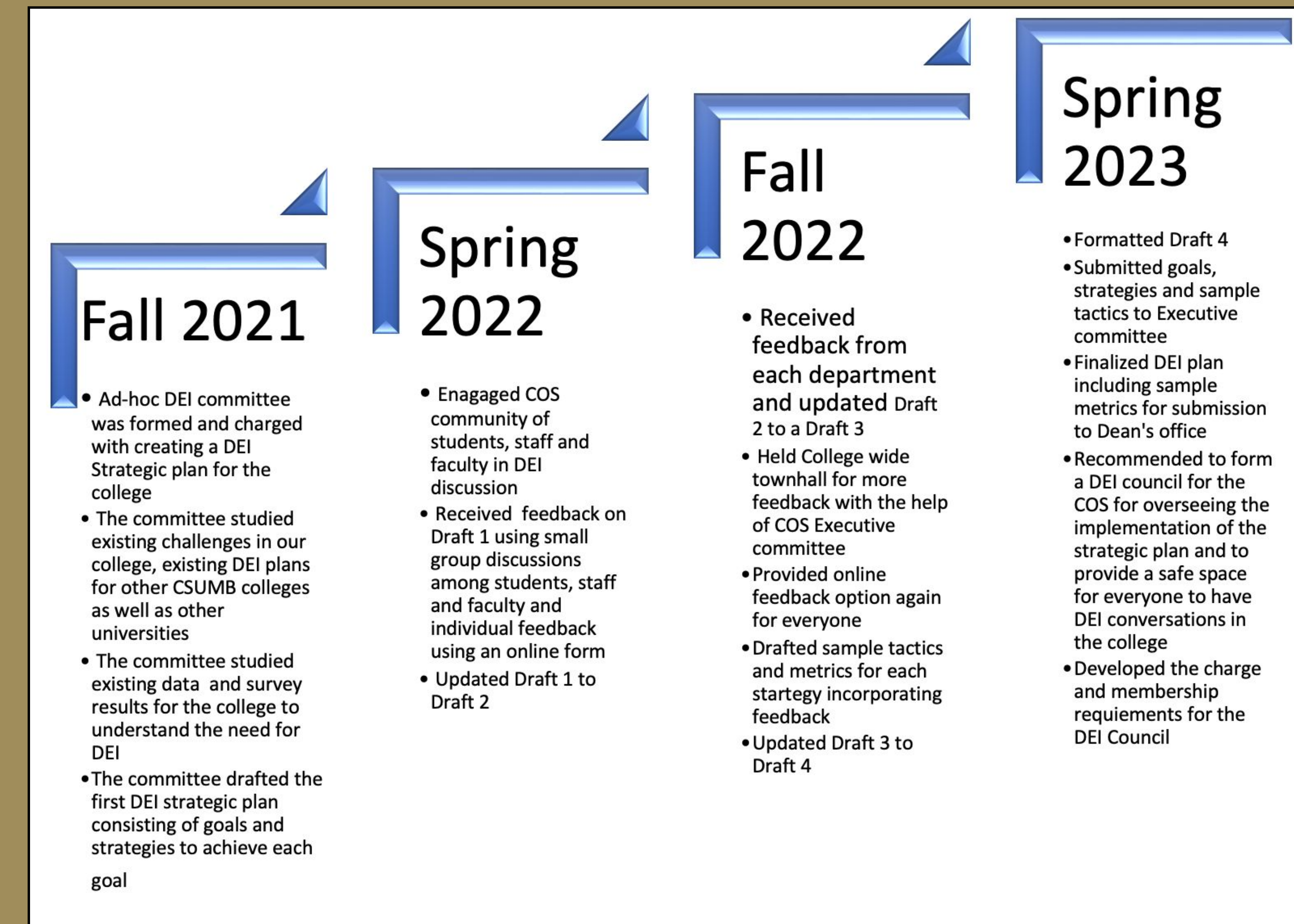
## DEI Framework

- Three Goals focused on: 1) students, 2) staff and faculty and 3) curriculum
- Strategies are developed to meet the goals
- Example tactics and metrics are developed for each strategy for each goal
- Goals, strategies, and metrics presented are a starting point to make DEI an integral part of everything we do in our college.
- As COS implements goals, the committee expects they will evolve over time to best meet the need for our community.

## Accomplished Tasks of Ad Hoc Committee

- Drafted COS-DEI Strategic plan over Fall 2021-Spring 2023
- Completed several rounds of feedback during AY 2021-2022 and AY 2022-2023
- Submitted to Dean’s office for approval in May 2023
- Recommended to convert the Ad-Hoc committee to a COS-DEI Council that will oversee the implementation
- Established the charge for the Council including membership: COS Dean, or their designee, one representative (faculty or staff) from each Department in COS, and up to five at-large members (faculty or staff), elected by the COS Assembly. Each department is encouraged to nominate an additional student member.

## Timeline of work



## QR Code to View the COS DEI Strategic Plan Fall 2023



## Next Steps for the COS DEI Council

- Help form and start the DEI Council in Fall 2023
- Continue to improve the plan - it is an evolving document
- Support and oversee the implementation
- Host multicultural community events in the college

## 23-24 Academic year goals

- Engage students, staff and faculty as active participants in DEI discussion under the leadership of the DEI council
- Select priority action items to tackle in first year of implementation

# Division of Student Life

Associated Students | Basic Needs | FYE | ICC | METAS | Orientation | Recreation | SELD  
SCC | Student Conduct | SYE

## Vision

We strive to be an inclusive, collaborative, and innovative unit that models exemplary leadership, a positive environment, and stewardship of resources to ensure the success of our diverse student body.

## Mission

To inspire success, we engage and support students through transformative experiences.

## Projected Timelines (Fall '23)

- **September**
  - Propose Division of Student Life Retreat
    - Review progress to date
  - Finalize timeline and set deadlines for project implementation.
- **Future**
  - Meet and review our plans with Dr. Corpus, VP of Student Affairs & Enrollment Management.

## Progress to Date (Summer '23)

- Started Self Study Worksheet
  - Completed Section A
  - Started Section B

## Desired Outcomes

- **Institutional Climate and Intergroup Relationships**

Better serve marginalized students and their unmet needs by having a broader understanding of our student population and their intersectional identities.
- **Access and Success**

Strive to reflect our student body within our student life teams and provide opportunities for elevated student staff positions.
- **Institutional Infrastructure**

Increase collaboration among departments within Student Life and other campus partners by identifying joint targeted programming to serve the invisible populations.
- **Education and Scholarship**

Plan and present strategic and diversified community engagement opportunities with campus partners by subsidizing or removing financial barriers to participation. (i.e. guest speakers/lectures/panels/forums).



# Extended Education & International Programs

# Inclusive Excellence Plan

## Four Strategies

- 1) Increase retention and strengthen professional development by providing staff and MPPs reporting in the College of EEIP with the resources to reach their career goals.
- 2) Create a welcoming environment that promotes inclusivity and awareness for the different student populations and our diverse staff.
- 3) Develop equitable and inclusive outreach and recruitment plans for all EEIP programs
- 4) Collaborate with campus partners and develop a data tracking system of diversity needs to enhance the services for EEIP students and staff

## Highlighted Tactics

- . Establish EEIP Diversity Committee.
- . Enhance accessibility of resources to prospective & enrolled students.
- . Collaborate with Academic Colleges & partners to develop inclusive marketing & recruitment plans.
- . Highlighting EEIP student diverse perspectives & incorporate into EEIP/university events

## Initial Timeline

- . EEIP Diversity Committee - Fall 2023.
- . Create survey to measure needs and knowledge of available resources - Fall 2023
- . Evaluate existing marketing and recruitment plans - AY 23/24
- . Explore partnerships to enhance EEIP student programming - AY 23/24



Planning Team: James Bezerra, Claudia Carter, Brian Childs, Teresa Jimenez, Adam Martinez, Nicole Newton, Andrew Patronik, Candi Prado, Kayla Rollicheck, Sophia Saw, Lena Truong, Ana Vega, Michael Zury

## Financial Aid: Institutional Climate & Intergroup Relations

**Introduction**  
Anticipate and  
respond to the  
needs of a diverse  
university  
community

## Objective

1. Change format of staff meetings to be more inclusive and celebrate the diversity at CSUMB.
2. Develop plan for department retreat that focuses on working together as a department and feeling connected to CSUMB and CSUMB students. Find videos, documentaries, books that delve into equity, inclusion, and diversity
3. Add Spanish instructions for students and parents, specifically on DREAM applications and awards

## Problem Statement

The Financial Aid Office needs to be more inclusive and collaborate the diversity at CSUMB.

## Stakeholder's List

Financial Aid  
Leads' Team

## Timeline

- Follow up survey in 6 months to see if staff meetings are meeting goals of inclusivity
- Draft agenda by end of the year for next Financial Aid Retreat
- Track forms and applications that have been translated starting Fall 2023



Angeles Fuentes  
Director of  
Financial Aid

Ashlie McCallon  
Associate Director  
of Financial Aid

Outcome/Next Steps:  
Develop a retreat for the upcoming school year



This is a living and breathing plan, that we will continuously evaluate and update to respond to our campus priorities while adhering to our overarching priority of promoting a welcoming and inclusive campus environment, where all student employees, faculty, and staff feel a sense of belonging at CSUMB, are able to fully engage in campus life, to achieve their career or professional goals, and to thrive in a civil and caring environment.

## Today's Prioritized Strategies

1. To foster a culture of care with the emphasis of *HUMAN* in all operations and processes.
2. Improve the visibility and accessibility of HR for our campus community
3. Increase transparency and accountability with our campus community
4. Improve employee engagement and retention
5. Provide opportunities for leadership and professional development

## ACTIONS

- HR "This & That" pop-ups will start in Sept 2023
- Exit Interview currently under evaluation for updating questions that provide qualitative and quantitative data, with an implementation goal of November 2023
- HR is evaluating 360-review tools that can be implemented for senior leadership 2023-24 evaluation period
- HR is updating the process, communications, and maintenance of the Voluntary Remote Work Program to continue offering this flexibility
- HR's Training & Development team will deliver Principles of Supervision training starting Fall 2023, as well as workshops for staff-level employees

## TACTICS

- Implement HR Pop Up "This & That" monthly sessions across campus to bring HR to our employees where they work, increasing accessibility to HR staff
- Update current exit interview process, and provide analysis of trends so that the University can respond with informed retention strategies
- Build a 360-review for senior leadership to receive periodic and meaningful feedback from various levels of constituents to support their professional growth, holistic development and accountability
- Update and support the Voluntary Remote Work Program to provide flexibility to our employees, attract diverse talent, and improve retention
- Create a campus peer recognition program so that all employees have opportunity to be known, appreciated, and understand their contributions matter
- Create and deliver leadership workshops for mid-level MPP employees and professional and career development workshops for staff level employees

# Health & Wellness Services: Inclusive Excellence Plan

Developed and advanced by the  
HWS Equity Planning Team  
including representatives from  
PGCC, SDAC, Chaplaincy, and  
NCBI

## Vision of Wellness

Each of the three units comprising HWS at CSUMB — the Campus Health Center, the Personal Growth and Counseling Center, and Student Disability and Accessibility Center —strive to assist members of the CSUMB community in achieving and maintaining physical, mental, emotional and spiritual wellness.

## Integrative Health

The staff of all CSUMB Health and Wellness Services departments embrace the concept of "integrative health," by emphasizing the partnership between the student and the health practitioner in strengthening one's overall well-being.

### Problem Statement

The campus affiliate of the National Coalition Building Institute, a program of Health and Wellness Services, will work to increase the campus community's anti-bias, inclusive excellence and welcoming diversity leadership skills

**Strategy 1.** Strengthen Outreach: Develop targeted promotional materials to reach specific affinity groups.

**Strategy 2.** Identify and support students who may have had clinically significant experiences of discrimination. Partner with student affinity groups and Title IX to encourage referrals to Personal Growth & Counseling Center

**Strategy 3.** Create strength based "belonging pamphlet" contextualizing three levels of identity; 1) the individual, 2) cultural identities and 3) cross-cultural relationships.

**Strategy 4.** Promote HWS training opportunities to campus partners through relationships with MPPs



### Actions Taken

- Expanded Let's Talk spaces to increase outreach and accessibility (e.g. Student Parents, Basic Needs office, OC3)
- Increased collaboration with campus office and orgs by attending meetings or providing outreach to groups including CSP, OC3, Athletics, First Gen Forward, Inter-club Council, and AS
- Revised service descriptions, documentation, and forms for inclusive language and categories.
- Updating Client Satisfaction Surveys and creating common questions amongst all HWS services to assess satisfaction with inclusivity practices
- Creation of Holistic Wellness Handout
- Provided MHFA training to all FYS professors in May 2023
- Had 740 students participate in National College Health Assessment

# CSUMB Tanimura & Antle Family Memorial Library - Inclusive Excellence Plan - Spring 2023

## Goal 1:

Enhance the experience of the CSUMB community by maintaining inclusive, safe, and welcoming library spaces, and by providing resources, services, programs, events, and exhibits that support diversity, inclusive excellence, equity, social justice, and a sense of belonging.

## Goal 2:

Provide professional development training and support for all library employees in developing cultural competencies.

## Goal 3:

Utilize inclusive hiring practices so that our library employees reflect the diverse communities we serve.

## Goal 4:

Maintain strong relationships with diverse CSUMB communities including cultural and identity groups, first-generation, low-income, international students, and programs that support them.

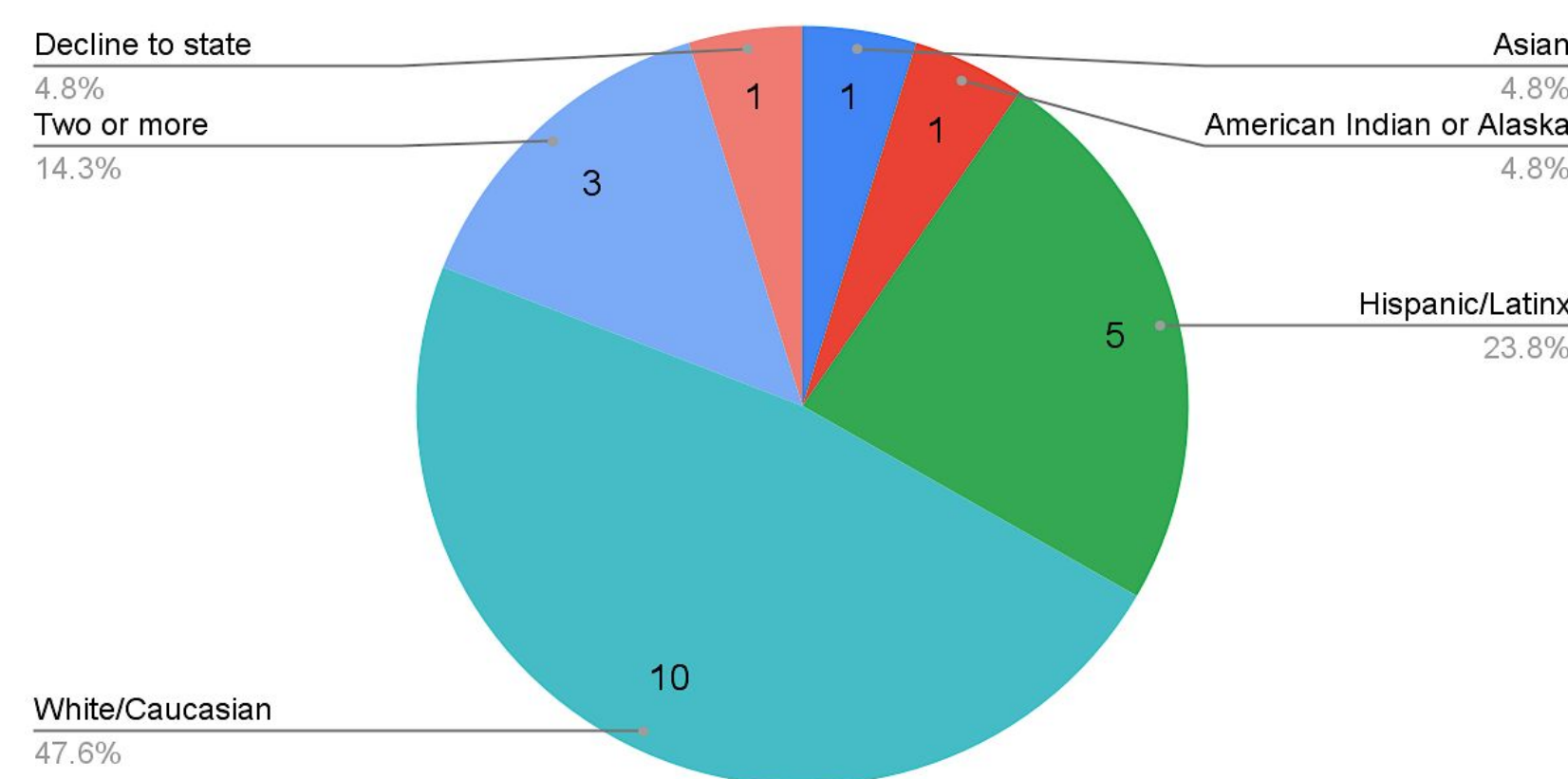


## Library Resources & Glossaries

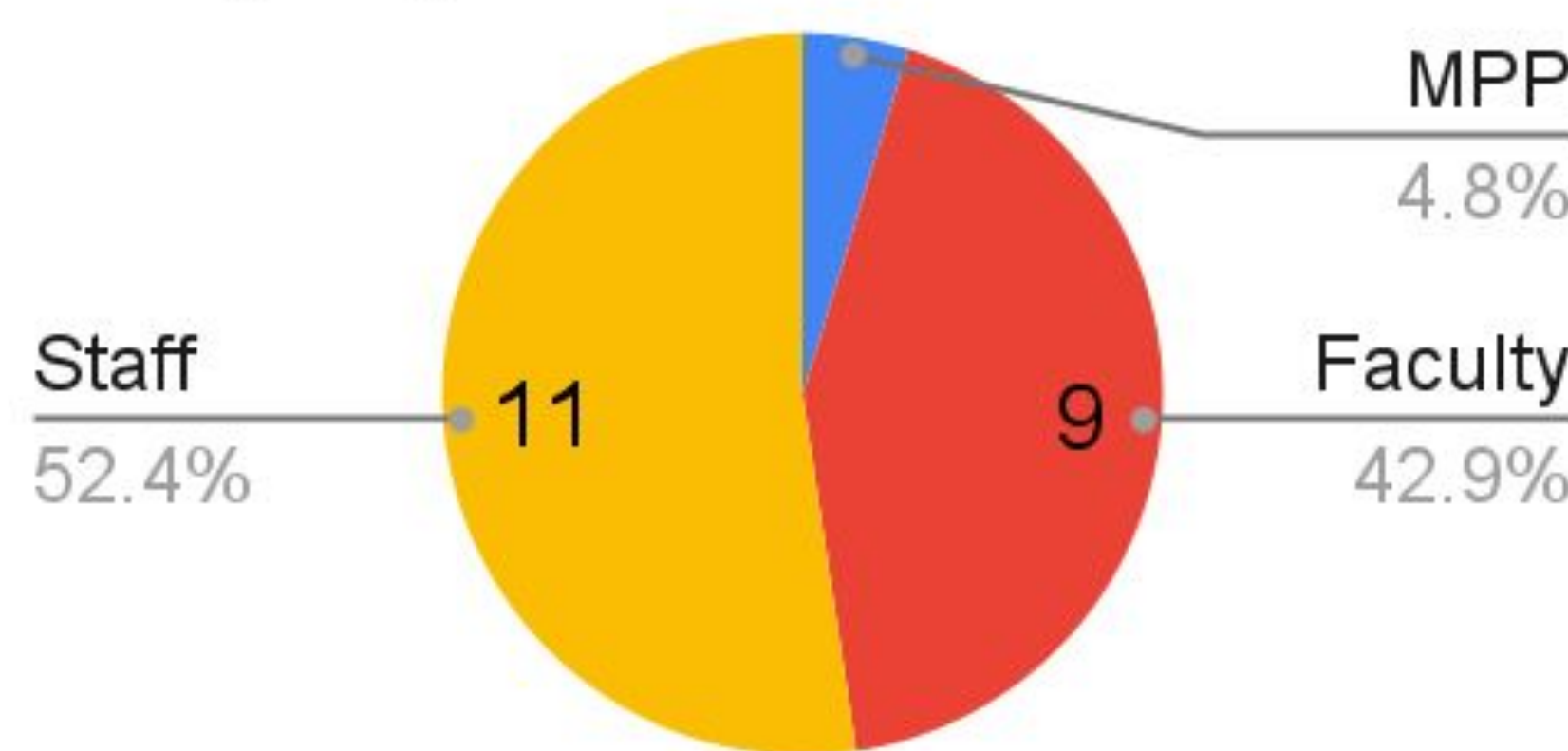
Disability and Libraries Toolkit  
Community, Equity, Data & Information Lab  
School of Information and Library Science at the University of North Carolina at Chapel Hill

Cultural Proficiencies for Racial Equity:  
A Framework  
Joint American Library Association (ALA) / Association of Research Libraries (ARL)  
Building Cultural Proficiencies for Racial Equity Framework Task Force  
August 2022

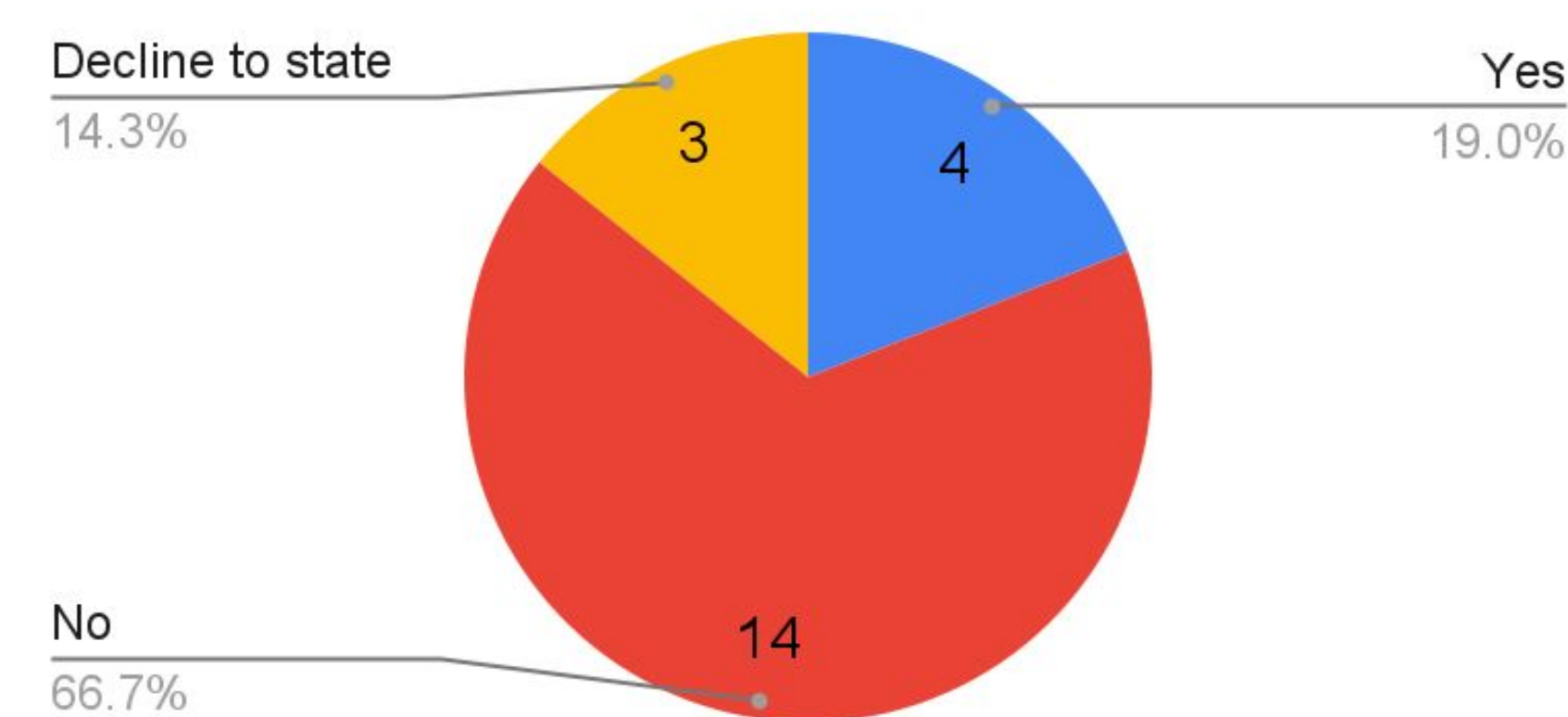
### Race/Ethnicity



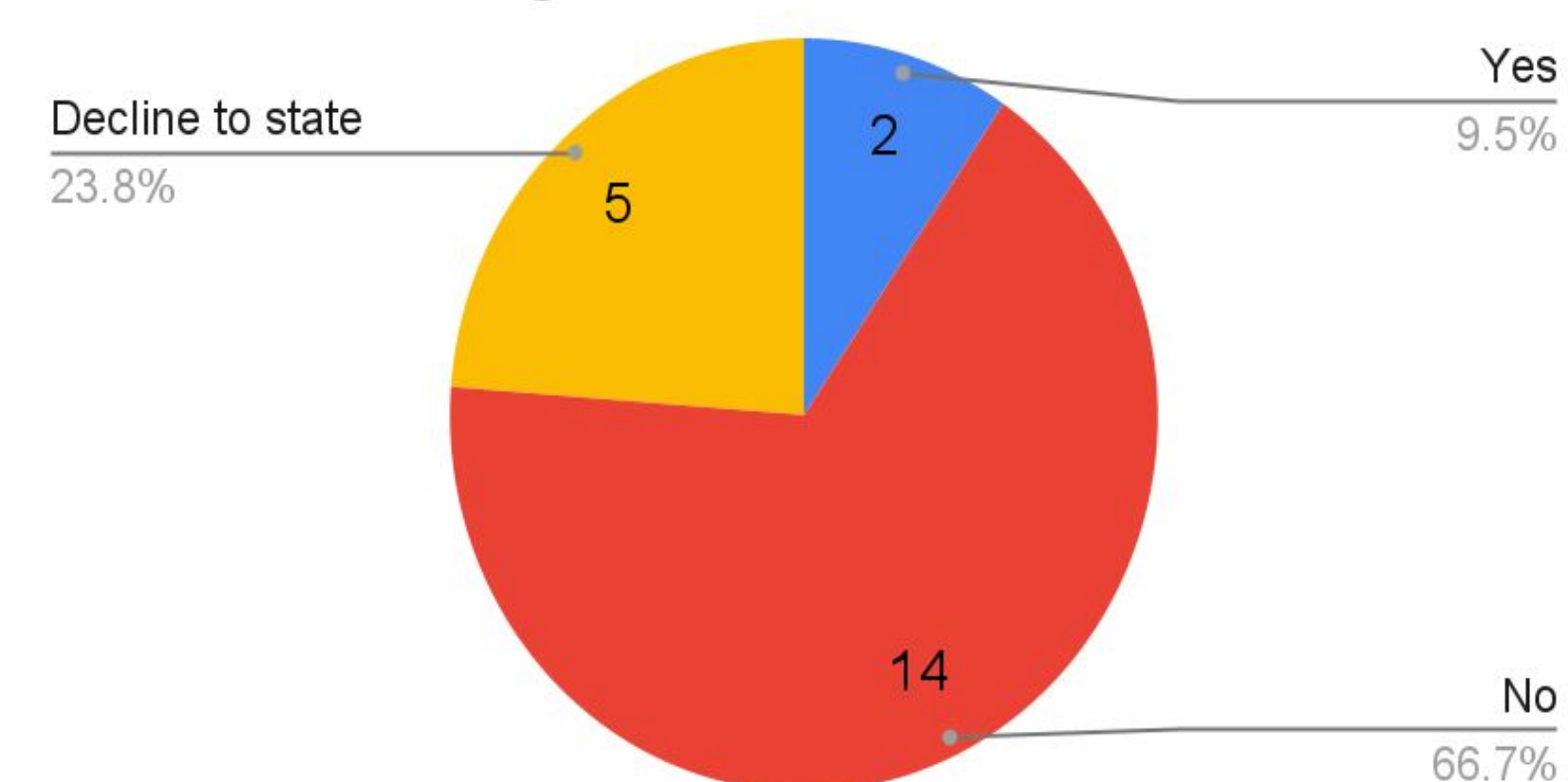
### Employee Classification



### LGBTQ+



### Disability



### Team Co-Leads:

Kelsey Nordstrom-Sanchez,  
Senior Assistant Librarian  
Kenny Garcia, Associate Librarian

### Team Members:

Jeff Corrigan, Associate Librarian  
Sarah Dahlen, Librarian

Rachell Hester, Makerspace Coordinator  
Illiana Zambrano, Research & Instruction Librarian  
Jacqueline Grallo, Interim Library Dean

# Otter Student Union & Otter Cross Cultural Center



## Mission Statements:

OSU: The Otter Student Union is the heartbeat of campus and a bridge to surrounding communities, providing spaces, opportunities, and advocacy that cultivate belonging reflective of CSUMB's founding vision.

OC3: The Otter Cross Cultural Center (OC3) cultivates active agents of change through the use of storytelling, intersectionality, and inter-generational pipelines of knowledge. The OC3 actively builds strong relationships with and beyond campus communities to inspire individuals to reclaim their stories, identities, and community wealth by offering social justice trainings, programs, events, and services that are open to all.

## Objective

1. Strengthen outreach, recruitment, retention, and professional development of a diverse faculty, staff, and administration
2. Anticipate and respond to the needs of a diverse university community
3. Ensure graduates can engage in ethical reasoning and public action informed by historical, multicultural, global, ecological, and equity perspectives

## Strategies:

- Recruit, support, and retain a diverse and inclusive department.
- Conduct regular forums to allow for expression of concerns, needs, gaps experienced by students and staff. Create opportunities to strengthen bonds amongst the team.
- Promote an environment where all students, faculty, and staff feel included, have a positive a sense of belonging at CSUMB, are able to fully engage in campus life, and are able to achieve their academic or professional goals.
- Ensure work and public spaces are designed and useful and marketable to people with diverse abilities.
- Ensure intentional integration of diversity and inclusion into campus training and program offerings. Develop student assistants (and staff) to help them identify and articulate transferable professional skills in the workplace.
- Ensure intentional integration of diversity and inclusion into campus training and program offerings. Develop student assistants (and staff) to help them identify and articulate transferable professional skills in the workplace.
- Educate all OSU/OC3 staff and student workers about DEI.
- Lead structural change efforts related to diversity and inclusion

## Timeline

- FY 22-23 - coordinated appreciation events for students and staff through the year, and evaluated public spaces to ensure accessibility.
- Spring 2023 - Developed new procedures with OSU Board. These included, but were not limited to Feedback Box located in OSU and application form to add more art in the OSU that is reflective of the communities we serve.
- Summer 2023 - OSU/OC3 Retreat. Review IE Plans with team and objectives for the year
- Fall 2023 - Collaborating with community and campus organizations to have more DEI training on campus. Ex. HSI and LGBTQ+ Trainings





# Campus Inclusive Excellence

## Office of the Registrar



### Introduction

The completion and implementation of inclusive excellence plans across the university will help us in our efforts to become more equitable and inclusive

### Action Plan

- Revise the graduation application process to allow for preferred/chosen name selection
- Provide, promote, and encourage additional opportunities for staff training and education
- Use our existing infrastructure to spread messages through multiple channels as well as update the existing web instructions for different populations



### Current & Next Steps

- In the 23/24 academic year, students will be able to have their preferred name on their diploma
- Our office held an Inclusive Excellence based retreat where our staff spent a day discussing future strategies we will implement that align with the priorities addressed in the IE Plan
- In the 23/24 academic year, we will revise the website by adding different forms of informative communication such as videos with closed captioning and easier to read webpages

### Objectives

- Anticipate and respond to the needs of a diverse university community
- Strengthen outreach, recruitment, retention, and professional development of a diverse faculty, staff, and administration
- Anticipate and respond to the needs of a diverse university community



### Office Team:

Sandra Naffziger

Amy Whitson

Priscilla Angulo

Michael Vicent

Gail St Subin

Alicia Del Toro

Rob Weiher

Christian Flores

Cali Trimble

Natalie Dickson

Michelle Hill

# University College (Undergraduate Studies)

## Diversity, Equity, & Inclusion Objectives & Strategies

### Diversity

Enhance the representation of diversity in faculty, staff, and administrators to reflect the diversity of CSUMB students, the surrounding communities, and the state.

### Inclusion

Create and sustain an environment that employs inclusive practices throughout its daily operations.

### Equity

Ensure equitable access and outcomes for staff, faculty, and students, regardless of backgrounds, identities, or current situations.

Value and reward university work that supports equity and inclusion and ensures that under-represented faculty and staff are not disproportionately burdened.

### Priorities

Student Success  
Sustainability  
Social Justice

### Problem Statement

Lecturers often hired at last minute; negative impact on student success

Staff/faculty workloads not sustainable; compensation below market value

BIPOC faculty and staff departures harmful to campus community

## Data Needs & Policy/Procedure changes

- **Better FTF enrollment projections** to facilitate EARLY lecturer hiring & lecturer participation in specialized workshops on inclusive pedagogies
- **Specialized faculty development MANDATORY** for faculty teaching FTF
- **Document/quantify cultural taxation of BIPOC faculty & staff** (set standards for additional compensation)
- **Data Dashboard on hiring and retention on BIPOC faculty & staff-** focus on equity gaps for faculty/staff retention (*UC DEI committee has lost members!*)
- **Change in practice:** ALL job announcements & screening criteria include demonstrated commitment to & experience supporting students from backgrounds underrepresented in higher education



### Current Committee Members:

Sharon Anderson, CACSS    Tasneem Mohamed, CACSS  
George Station, FYS        Nelson Graff, CAD

### Next Steps:

Expand committee & engage Vice Provost for Student Success



# CSU Monterey Bay Police Department



## INCLUSIVE EXCELLENCE PLAN 2023-2025

### Introduction:

UPD has been serving the diverse community of CSUMB since 1994. Diversity, Equity, and Inclusion are important to the success of our Department and reflect the values of our community.

### Objectives:

1. Recruit, hire, train, and maintain a diverse police workforce. It is critical that the University Police Department is reflective of the community we serve.

2. Increase our staff knowledge and understanding of inclusivity and diversity and make UPD staff accessible to the Campus Community.

3. Support student who may be hesitant to utilize the services of a Police Department due to significant past experiences and/or perceptions of discrimination by law enforcement.

### CSUMB PD MISSION STATEMENT:

The mission of the CSU Monterey Bay Police Department is to protect the life and property with a commitment to professionalism and community service.

### UPD SERVICES INCLUDE:

Transportation Services  
Parking Services  
Police Services  
Emergency Management

### Metrics/Tactics

Working with Human Resources, directing advertising to traditionally underrepresented communities through periodicals and websites catering to diverse audiences.

Provide ongoing cultural diversity training and microaggression awareness training to UPD staff.

Community Outreach and Engagement programs are key to familiarizing the Campus Community with our staff outside of critical and enforcement incidents.



Earl Lawson  
Chief of Police  
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**Outcome:**  
Maintaining a diverse and inclusive Police Department, reflective of the Campus Community we serve.