



ACADEMIC SENATE OF CALIFORNIA STATE UNIVERSITY, LONG BEACH

Diversity, Equity, Inclusion, Access, Culture and Climate Committee (DEIA-CCC) *formerly Campus Climate Committee (CCC)*

Annual Report AY 2023-24
Prepared by: Shae Miller

Membership: Shae Miller (Faculty, Sociology), Jeannette Acevedo Rivera (Faculty, RGRLL), Noah Golden (Faculty, Teacher Education), Varenka Lorenzi (Staff, IIRMES), Mitra Baghdadi (Staff, Center for Community Engagement), Pei-Fang Hung (Chair, Academic Senate), Laura Bush (Student, ASI), Mishra Priya (Student, ASI), Milton Ordonez (AVP, Financial Management), Natalie Smerkanich (Staff, Career Development Center),

Ex-Officio Membership: Kathryn Perkins (F'23) and Ash Preston (Sp'24), (LBTQIA+CCC Liaison), Keith Freeseemann (University Ombuds), Claire Garrido-Ortega (CFA Representative), Darnell Lewis (Director, OMA)

Officers: Shae Miller, Chair; Noah Golden, Secretary (F'23); Jeannette Acevedo Rivera, Secretary (Sp' 24)

Summary: The DEIA-CCC held 8 meetings over the course of the 2023/2024 academic year. Members also participated in additional DEIA meetings and activities throughout the year as part of their work with the DEIA-CCC.

Actions and Key Issues Addressed by the Committee in 2023/2024:

1. Campus Climate Report

During the 2023-24 AY, our committee has continued to work with the President's and Provost's Offices to amplify and implement key findings and recommendations from the HERI Campus Climate Survey Report (2022). Notably, our campus' Staff Equity and Inclusion Advisor, Raul Pacheco, is a member of the President's DEIA Collaborative who has used findings and recommendations from the CCS Report in program development and policy evaluations.

2. President's DEIA Collaborative

In Fall 2023, our committee welcomed the President's DEIA Collaborative to attend one of our meetings and to share the work they planned to carry out in service of advancing DEIA at The Beach. Because members of the Collaborative were unfamiliar with the purpose and scope of our committee, we engaged them in dialogue about how our two groups could support one another without replicating much of the work the DEIA-CCC had already accomplished through the Campus Climate Survey (CCS), CCS Report, and ongoing collaborations with other campus organizations. In Fall 2023 Spring 2024 Dr. Shae Miller (DEIA-CCC Chair), Dr. Noah Golden (DEIA-CCC Secretary), and Dr. Pei-Fang Hung (Academic Senate Chair) met with the President's Chief of Staff, Chris Fowler, and other members of the President's DEIA Collaborative. During these meetings we advised them on how administrators, managers, and supervisors could apply recommendations from the report to improve DEIA in their respective divisions and offices. We also laid the groundwork for how, as shared governance committees within the Academic Senate, both the DEIA-CCC and LGBTQIA+ CCC could work with the President's Collaborative and other campus groups to create enforceable policies and practices that would support accountability for DEIA efforts at CSULB. In Spring 2024, Dr. Miller served as DEIA-CCC liaison to the President's DEIA Collaborative, which met twice per month. Throughout this process, we have had opportunities to share our work with campus constituents, increasing transparency about the shared governance process and policy development procedures. We also encouraged staff participation in these structures, having learned that many staff were unaware that they are represented and encouraged to participate in shared governance through Academic Senate. We also made efforts to draw in additional representatives from various DEIA groups not yet represented in the Collaborative, such as QTFSAs and other Affinity Groups, and Office of Multicultural Affairs (OMA) Director Darnell Lewis. We did this as part of our ongoing efforts to reduce siloing of information and practice at **The Beach**. A liaison from the DEIA-CCC will continue to attend meetings of the President's DEIA Collaborative in an advisory and coalitional capacity. This representative can be any member of the DEIA-CCC who can attend both DEIA Collaborative (once monthly) and DEIA-CCC meetings (twice monthly) and report back to both groups on the work being done. These reports will be integrated into monthly DEIA-CCC meetings.

3. Participation in TRHT (Truth in Racial Healing and Transformation) Toolkit

In Spring 2024 Dr. Angela Locks led members of the DEIA+CCC through a series of activities from the TRHT Toolkit designed to encourage reflexivity about bias, power, and inequity in decision-making and communication processes at various levels of our institution—including within our own committee. This served two of our key goals/recommendations from our 2022/23 report: **(a) developing a more streamlined process through which campus constituents can contact and provide feedback/recommendations to our committee to ensure policies and practices are informed by the communities most impacted by them and (b) creating a process for campus assessment surveys every 5-7 years.** We used these activities to develop initial decision-making and communications strategies for encouraging broad input from and participation among our Beach community members during the design and

implementation of our next Campus Climate Survey. Our goal is to initiate the survey process in Fall 2024 and to disseminate the survey in Spring 2025, at the five-year anniversary of our 2020 HERI Campus Climate Survey.

Campus Climate Committee Recommendations:

To the President's Office:

1. **Annual Meetings with the President:** We recommend that, in alignment with our updated Charge, the President's Office review and respond to our recommendations for 2023-24, and from our 2022-23 AY Report, and that she meet with representatives from our committee in Fall 2024 to develop strategies for how to achieve the goals associated with those recommendations.
2. **Campus Forums:** We recommend that CSULB provide regularly scheduled open forums (annually, or one per semester) to give the campus community (faculty, staff, and students) opportunities to directly share their concerns, questions, and recommendations regarding campus DEIA with upper administration.
 - a. The DEIA-CCC recommends that these forums include representatives from Academic Senate, the DEIA-CCC and Subcommittees, and the Office of the President.
 - b. Representatives should be identified as being present during these forums, as attendees expressed being unaware that the President's Office was present during the 2022 campus-wide open forum for the HERI report.
3. **Academic Policies and Institutional Transformation:** We recommend that, when attempting to develop academic policies, resolutions, and other enforceable institutional transformations related to academics, the President's Office and other campus divisions direct these efforts to the Academic Senate Executive Committee and the DEIA-CCC.
 - a. We make this recommendation because it falls within the purpose and scope of the Academic Senate and its subcommittees, and we are therefore the campus representatives authorized for these efforts.
 - b. The DEIA-CCC recommends that supervisors encourage and support staff participation in Academic Senate Committees so that they are fully represented in academic shared governance.
4. **Campus Assessments: Budgetary/Financial Sustainability of DEIA:** Much of the DEIA work on our campus is carried out by students, staff, and faculty with minimal to no resources. To address cultural taxation of marginalized members of our campus community, the DEIA-CCC recommends that the Administration increase financial resources provided in support of DEIA organizations, committees, centers, and programming.
 - a. The DEIA-CCC recommends that our committee be provided a programming budget of \$500/year for the 2024-25 AY for outreach and publicity about the 2025 Campus Climate Survey.

- b. We recommend that the administration hire an Executive Director for Diversity, Equity, and Inclusion for Academic Affairs and that this person work with the DEIA-CCC to plan, implement, and report on the Campus Climate Survey.
- 1.
- 5. **Campus Climate Survey (CCS)/Assessment:** Ongoing assessments of DEIA, Culture, and Climate for our campus, including large campus surveys/studies are explicitly under the purview of the DEIA-CCC.
 - a. As the campus representatives authorized for these efforts, we ask that the Administration direct people to our committee for these types of projects. This will reduce the siloing of important DEIA work, increase collaborative relationships across campus, and reduce burnout experienced by students, staff, and faculty who are consistently forced to “reinvent the wheel”.
- 6. **DEIA Projects/Programming:** We recommend that, when initiating DEIA projects, the Administration invite a representative from the DEIA-CCC and our subcommittee(s) (ex: LGBTQIA+ CCC) to **participate and advise** during the planning process.
- 7. **DEIA Infrastructure and Sustainability:** We recommend that the President’s Office develop a comprehensive 3- year plan in collaboration with the DEIA-CCC to ensure sustainable progress towards DEIA goals, and to materially improve the cultural climate across campus. This includes:
 - a. Carrying out an evaluation of how other California Campuses organize, fund, and staff, their cultural resource centers and other DEIA efforts.
 - b. Hiring a Campus Diversity Officer to serve as a central resource to students, staff, and faculty.
 - c. Providing competitive salaries and multi-year contracts for staff serving as Directors and Assistant Directors for OMA and Student Cultural Centers.
 - d. Encouraging and authorizing service hours for staff, assigned time for faculty, and academic credit for students who engage in DEIA work, and who experience cultural taxation in their roles on campus.
 - e. Investing in and publicizing regularly scheduled programs designed to support students, staff, and faculty from marginalized groups to improve retention and well-being on campus.
 - f. We recommend competitive salaries, multi-year contracts as necessary alternatives to reliance on competitive grants or other forms of inconsistent funding to support work that is integral to the duties of CSULB administrators, staff, and faculty.
- 8. **Communications about DEIA Resources:** For DEIA programs and resources to be effective, people must know they are available.
 - a. We recommend that the Administration works in consultation with the DEIA-CCC to develop a consistent DEIA communication strategy so that campus members are aware of

9. **Communications about Current Events:** The DEIA-CCC recommends that the Administration develop a strategic plan in collaboration with representatives from the DEIA-CCC, the LGBTQIA+ CCC, and campus Affinity Groups for how to ensure more equitable communications regarding current events.
 - a. Many current events, nationally and internationally, impact marginalized students on our campus and in the broader community, currently manifested in the campus communications about Israel-Palestine conflict.
 - b. An equitable communications plan requires: (i) Attending to and omitting language that –intentionally or not— reinforces harmful beliefs and stereotypes about racialized groups, and (ii) Providing clarifying communications when campus safety alerts are distributed during peaceful student protests.

Recommendations to the 2024-25 DEIA-CCC

1. **Faculty and Staff Affinity Groups:** We believe it is important that the contributions of Affinity Groups be represented in Academic Senate’s shared governance and policies and recommend inclusion of Affinity Groups in regular assessments. As part of the effort to increase representation of marginalized groups in shared governance:
 - a. We recommend that Faculty and Staff Affinity Group representatives be invited to attend or present at our meetings throughout the 2024-25 AY.
 - b. We recommend that representatives from our committee work with Affinity Group representatives to identify needs and develop DEIA-informed academic policies.
 - c. We recommend that the DEIA-CCC work with interested Affinity Groups to develop subcommittees of the DEIA-CCC. Through the LGBTQIA+ CCC, this status has provided LGBTQIA+ campus members with representation in shared governance.
 - d. We recommend that representatives from Faculty and Staff Affinity Groups be included in the process of writing the Campus Climate Survey Report.
2. **LGBTQ+ CCC, President’s DEIA Collab, and Student Cultural and Resource Centers:**
 - a. **LGBTQIA+ CCC and President’s DEIA Collab:** We recommend that a liaison be selected for attendance at twice monthly DEIA Collab meetings. The Vice Chair of the LGBTQIA+ CCC serves as liaison per their charge. We recommend that reports from each of these liaisons be integrated into monthly meeting agendas or be provided via email each month prior to monthly meetings.
 - b. **Bob Murphy Access Center (BMAC):** We recommend that our committee engage in assessment and consultation with the Bob Murphy Access Center to identify targeted strategies for communicating and implementing supportive services for students who have a diverse range of intersecting needs. This includes increased communications and guidelines for how students, faculty, and staff can

maintain clear and open dialogue about needs for and subsequent implementation of services. These recommendations are informed by the CCS Report and by the CCS Supplemental Focus Group Report.

- c. **Office Of Multicultural Affairs (OMA)/Office of Belonging and Inclusion (OBI):** We recommend that our committee engage in assessment and consultation with the OBI to identify targeted strategies for communicating and implementing supportive services for students who have a diverse range of intersecting needs. This includes maintaining open dialogue with Assistant Directors of Student Cultural Centers and regular updates through our OBI committee representative (Director).
 - d. **Counseling and Psychological Services (CAPS):** Mental health services are integral to the success of our student population. We therefore recommend meeting with a representative from CAPS to identify student needs and strategies for meeting those needs.
3. **DEIA Policy and Outcomes:** We recommend that our committee engage in regular reviews of and contribution to equity and diversity efforts at CSULB. These would include:
- a. Accepting opportunities to review Academic Senate Policies before they go to the Senate floor.
 - b. Following our recommendation to the President's Office that staff be encouraged to participate in shared governance, we recommend that our committee work with representatives from Staff Council to develop policies supporting staff participation in these shared governance processes.
 - c. Meeting annually with the President's Office to identify areas of strength and potential growth.