



Black/Pan-African Graduation Celebration



CALIFORNIA STATE UNIVERSITY
LONG BEACH
Student Affairs

Diversity, Equity, Inclusion, & Accessibility

Annual Report

May 2023 - May 2024



Our Mission

We shape an inclusive and affirming experience for students to grow, thrive, and succeed.

Our Vision

Transform the lives of students, their families, and our communities.

Our Values

Support - assisting students to reach their highest aspirations

Equity - ensuring inclusion and justice for all

Well-being - prioritizing holistic health and wellness

Collaboration - achieving more together

Joy - finding happiness in learning and growth

Noodles & Networking Event



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What stands out the most is that DEIA-related topics are part of the everyday conversation in Student Affairs. Our culture now supports and promotes advancement in this area.

—
Staff member

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Throughout the 2023-2024 academic year, we made significant strides in advancing our diversity, equity, inclusion, and accessibility (DEIA) initiatives. We are proud to have been named one of the 2024 Most Promising Places to Work in Student Affairs by Diverse: Issues in Higher Education. This recognition is a testament to our commitment to fostering an inclusive environment for all members of our campus community. Our efforts have been guided by thoughtful goal setting and the implementation of an ambitious training plan that engaged students, staff, and division leadership at all levels.

A cornerstone of our approach has been the infusion of DEIA principles into all divisional activities, establishing these practices as a divisional norm.

DEIA topics are discussed in every Student Affairs manager meeting, manager retreat, and all-staff meeting through presentations on various relevant topics. This ongoing dialogue ensures that DEIA remains a focal point in our daily operations, strategic planning, and overall culture within Student Affairs. We continue to prioritize diversifying our Student Affairs management team. This year, we hired one woman of color in an executive-level leadership position and promoted four women of color into manager-level positions. These advancements demonstrate our commitment to diversifying leadership and ensuring that our management team reflects the diversity of our student body and broader community.



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Student Affairs creates an inclusive environment because it allows for training that has met us at our different levels. Whether it is required training, or optional, we have training opportunity to match our comfort level, and we are allowed to pursue that which we feel is best for us at this time.

—
Staff member

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STUDENT AFFAIRS DEIA TRAINING

A significant aspect of our DEIA efforts this year involved a comprehensive training plan aimed at enhancing awareness and competency across the division and creating depth in our division’s collective understanding of DEIA related topics. In total, 122 individuals recorded 164 training opportunities representing 35 departments and sub-units. Training levels are structured to build upon each other, from foundational knowledge to advanced application and leadership

Student Affairs DEIA Training Plan:
Levels and Completion Rates

53%

Level 1: The Inclusive Learner

This level is mostly introductory virtual trainings available on CSULB platforms. Participants receive certificates or badges upon completion. This level is for participants to identify concepts of diversity, equity, inclusion, and accessibility.

37%

Level 2: The Inclusive Practitioner

This level includes intermediate trainings that provide practical examples of inclusive practices. These trainings are offered both virtually and in-person, facilitating more in-depth discussions. The goal for this level is for staff to apply DEIA concepts to their job responsibilities.

10%

Level 3: The Inclusive Leader

This level involves advanced training where staff lead DEIA discussions and trainings. Activities at this level include serving on task forces and leading book clubs or discussion groups. The learning outcome here is for staff to develop programs or lead discussions on DEIA.

Feedback from the training indicated that 89% of participants found the content to contain generally new or useful information, 87% felt the training encouraged productive conversations among colleagues, and 91% were able to apply insights and lessons from the training to their work.

In addition to these structured training levels, 195 Student Affairs and campus partners completed the CSU Racial Equity Leadership Alliance partnership with the USC Race & Equity Center, participating in a total of 13 educational webinars. Student Affairs staff also represent 1/3 of the total participants in the Equitable Hiring Practices for Search Committees training in the 2023-2024 academic year. During the summer, staff also engaged in a DEIA-focused book club: *Subtle Acts of Exclusion* by Tiffany Jana and Michael Baran.

Managers and leadership teams were particularly active, with 34 managers completing or in the process of completing the eCornell certificate in Diversity, Equity, and Inclusion, a four-part course. Additionally, 88 managers participated in a four-part training in culturally competent supervision with the California Conference for Equity & Justice.

These training and individual department efforts (highlighted in department reports) demonstrate our comprehensive approach to building DEIA competency and leadership across the division.

Student Training Opportunities

Housing & Residential Life conducted RA training sessions with topics such as exploring the personal identity wheel, SafeZone, Identity 101, etc. in addition to a social justice immersive training experience with Social Justice Training Institute facilitator, Dr. Becky Martinez.

Student Life & Development offered several DEIA related workshops at the Leadership at the Beach Conference for 54 students. Workshop topics included Recognizing Implicit Bias, Creating a Collaborative Accessible Community, and A Leader’s Guide to Acknowledging Weight Bias.

Fraternity & Sorority Life held a new member education series for 324 new members with a focus on cultural appropriation in organization activities.



Womxn of Color Leadership Conference

NEW INITIATIVES

We are proud to highlight several key achievements that underscore our dedication to improving student life and promoting equity across our campus. Noteworthy milestones include the groundbreaking of La Playa Hall, our newest affordable housing complex, demonstrating our commitment to the Long Beach Housing Promise.

Beach Shops established the Day 1 Textbook Access Program (building on the current Day 1 Digital Access program) providing students an affordable accessible way to access all course materials on the first day of classes with one flat fee, which is expected to save students collectively over \$3 million per year. Through a series of meetings with over 70 campus departments and a unanimous ASI Senate Resolution, this program will begin in Fall 2024.

In collaboration with Enrollment Services, our newest Student Affairs partners, we expanded our strategic yield plan to include over 35,000 individual communications to target identity groups including Black/



La Playa Hall groundbreaking event

Pan-African, Asian, Pacific Islander, and Desi (APID), Latinx, LGBTQIA+, Guardian Scholars, undocumented, and pregnant/parenting students. Analytics for these communications show an 80% open rate. Although the impact to admissions yield is still being assessed, we are

confident these personalized communications provided connections and effectively informed students, aiding in their decision-making process.

The Bob Murphy Access Center (BMAC) launched a campaign for Elbee and the Hidden Sunflower, an awareness symbol of non-visible disabilities to support the campus community with disability acceptance, sense of belonging, and allyship. BMAC also partnered with TRiO Student Support Services to create a shared technology lab space for students with disabilities.

Beginning in June 2023, we engaged in a 16-month partnership with Hillel International's Campus Climate Initiative focused on assessing and improving the climate for Jewish students on college campuses. This included a campuswide student survey, focus groups, and a policy analysis project. Findings to be reported in Fall 2024.

We established the inaugural Womxn of Color Leadership Conference as a part of Womxn's History Month to address the unique challenges faced by womxn of color, foster student leadership skills, and advocate for systemic change.

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Student Affairs creates spaces and opportunities to help students feel welcome, and like they belong on campus, which otherwise wouldn't exist. This speaks directly to the inclusion principle. I love that we are intentional about having a collective space with resources, and supportive leadership to prioritize DEIA.

Staff member

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Elbee and the Hidden Sunflower

CONTINUED PROGRAMS

In addition to introducing new initiatives, we continued to provide programs and services that are integral to fostering the well-being and inclusion of our students and the broader campus community. This academic year Student Affairs hosted 476 DEIA focused events with over 60,500 attendees recorded.

Cultural Welcome Events:

Five unique Fall 2023 Cultural Welcome events for over 900 students: American Indian/Pacific Islander, Asian American, Black/Pan-African, Latinx, and LGBTQ+ communities.

Cultural or Identity Celebrations:

61 collective events with over 1,300 in attendance for Latinx Heritage Month, OUtOber, Native American Heritage Month, Black History Month, APID Heritage Month, Women's History Month, and Trans Week of Joy.

Awareness Programs and Events:

Foster Care Awareness Month (3 events), Sexual Assault Awareness Month (7 events), and Celebrating First Generation Week (6 events).

Annual Cultural Graduation Celebrations:

Nine celebrations with approximately 1,300 graduates and over 13,000 family members.

Community Graduation Recognition Celebrations:

Celebrations hosted for 44 students with disabilities, 33 Veterans, 135 EOP students, 27 Guardian Scholars, 60 TRiO students, and 16 Pregnant & Parenting Scholars. *only includes students who participated in ceremonies.

Campus Ally Training Programs:

Conducted Ability Ally Training, UndocuAlly Training, and VET NET Ally Training for 34, 287 and 33 participants respectively.

2nd Annual Black Student Reception:

Day at the Beach Black Student Reception with over 200 newly admitted students and family members.

CSU Super Sunday:

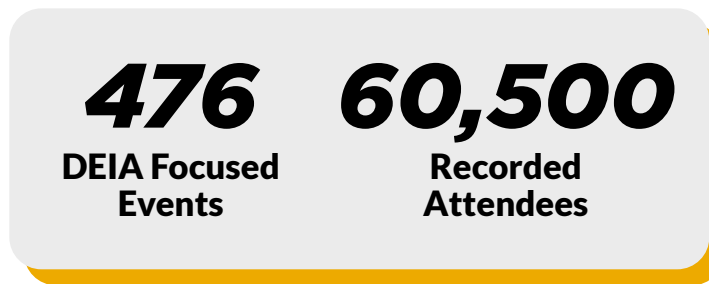
Leadership involvement in faith-based community churches.

Annual College Inclusion Summit:

A one-day opportunity for high school and transfer students, parents and families, K-12 school personnel, and organizations to learn and prepare to apply for college admission.

Annual Pow Wow Event:

A regional event honoring and celebrating our American Indian community with over 6,000 attendees.



Annual Latina Connections Conference:

An annual conference, focused on supporting the personal and professional development of Latina students included 102 participants.

Thematic Housing Communities:

Pride House, First-Gen House, Black/Pan-African Scholars House, and Transfer community.

Mobile Crisis Team (CAST):

An award-winning team with two full-time social workers responding to campus mental health crises in place of uniformed officers.

Wellness Ambassador Training:

Infused culturally-informed and trauma-informed approaches in wellness training for 250 staff and 19 faculty members over 10 training sessions.

Supplemental Grocery Assistance Program (SGAP):

Designed to meet service gaps for food-insecure students who do not qualify for CalFresh but meet income and work requirements. Program began with 12 students and now supports over 75 students with \$300 for 4 months at a time.

Inclusive Recreation and Fitness Classes:

Five inclusive activities for 272 students at the ASI Student Recreation and Wellness Center, such as wheelchair sports, dark climb, and goal ball.

Body Positive @ The Beach:

14 students engaged in a free 8-week series built on the foundation of self-care, cultivating self-love, exploring ones unique and authentic beauty, and building community.

Career Clothing Closet Event:

An opportunity for 614 students to access free professional clothing to support their career journey.

Career Insights Events and Programs:

Hosted 64 students at 5 events focused on cultivating career skills for students from specific identity groups.

Learning-Aligned Employment Programs (LAEP):

Supported 190 students in gaining career-related experience through paid employment.



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My favorite part of this [Black Alumni Panel] was when all the panelists were brave enough to open up and become vulnerable.

—
Student

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HONORING ACHIEVEMENTS & MILESTONES

This year, we celebrated numerous achievements and milestones, highlighting both individual excellence and long-standing community contributions. Shannyn Sayula was awarded the 2024 President’s Inclusive Excellence Award, and Tracy Kelly was honored by Delta Sigma Theta’s Long Beach Alumnae Chapter as one of their “Visions of H.O.P.E” for her work with the Black Alumni Scholarship Gala. Beth Lesen and Mignon Richardson were recognized as “Women of Distinction” by California State Assemblymember Josh Lowenthal for their advocacy in mental health, disabilities, and support for the LGBTQ and Black communities.

We also celebrated the 50th anniversary of the Bob Murphy Access Center, recognizing its long history of support for students with disabilities. The TRiO Educational Opportunity Center was honored with a Lifetime Achievement Award for 20 years of dedicated service from Lynwood Community Adult School.



Shannyn Sayula



Tracy Kelly



Beth Lesen



Mignon Richardson



CSU UndocuSummit

COMMUNITY & SYSTEMWIDE ENGAGEMENT

Our engagement with the Long Beach community and California State University (CSU) system underscore our commitment to DEIA. Student Affairs led university participation in the 2024 Long Beach Pride Parade and Festival, where 77% of participants signed up to show support and solidarity with the LGBTQIA+ community, and 65% wanted to celebrate DEIA.

We also hosted three CSU-wide events for collectively over 400 CSU students, faculty, staff and community partners: CSU Be Well systemwide mental health conference, CSU UndocuSummit, and the Region 8 CalWORKs Summit. These events presented unique opportunities for campuses to exchange best practices to better support undocumented students, students eligible for CalWORKs programs, and students facing mental health challenges.



\$1,500,000

To establish the Laurén Chalmers Beach Pantry supporting students with easily accessible on campus food and grocery resources.

FUNDRAISING & GRANTS FOR DEIA EFFORTS

\$2,374,995

The College Assistance Migrant Program (CAMP) returns to the Beach for 5 years, supporting students from migrant backgrounds.

\$94,000

The 4th Annual Black Alumni Scholarship Gala created opportunities to financially support the personal and professional achievements of our students.

\$50,000

Summer LIFE @ the Beach, a summer transition program for students with autism spectrum disorder, will expand the opportunity to even more students.

\$748,386

A sponsorship from the California Department of Rehabilitation will allow the Career Development Center to continue supporting pathways to employability for students with disabilities.

\$3,000,000*

These donations, *raised in-kind, allow GEAR UP to support and expand services and scholarships for middle school and high school students in under-resourced areas of Norwalk/La Mirada.

\$20,000

The non-profit organization Angel's Nest donated funds for a summer housing project benefitting our former foster youth students.

\$10,000

A grant from the CSU Office of the Chancellor will support the Early Academic Preparation (EAP) program, a college-readiness pathway for middle school and high school students in the Long Beach Unified School District.

\$375,000

An AANHPI Student Success Grant from the CSU Office of the Chancellor was awarded for scholarships, student academic and personal resources, student assistants, and curriculum development in support of Asian, Pacific Islander, and Desi identified students in collaboration with Academic Affairs.

\$500

The LGBTQ+ Resource Center was awarded a Nextdoor Kind Foundation grant, for a cultural mural to be commissioned in the LGBTQ+ Resource Center.

REFLECTIONS AND FUTURE GOALS

Beth Lesen, Vice President of Student Affairs

Reviewing the year's progress, we're proud of what we've been able to achieve, and we know we have a lot more to do. It is heartening that staff are not only recognizing the sustained, explicit prioritization of DEIA efforts in Student Affairs, but most continue to get on board and participate with enthusiasm. Considering there was zero division-wide DEIA planning or efforts in 2020, we have certainly come a long way. It is generally understood that ours is an indefinite commitment to maintaining diverse representation, working to make sure everyone in our community is treated equitably, and that we continue to strengthen an engaged and inclusive culture.

As mentioned, there will always be more work to do. To that end, in the upcoming 2024-2025 year, Student Affairs will focus on:

- **Professional Development & Training:** We will get closer to 100% staff participation in ongoing DEIA training by implementing one or more divisional professional development conference days and by shoring up accountability measures. ACPA, a conference which traditionally includes DEIA-related content, will be in Long Beach in 2025. We're confident that these numbers will continue to grow by the end of the next academic year.
- **Enrollment Services Integration:** Enrollment Services staff will be welcomed into the Student Affairs DEIA priority and plan. Given that they recently joined Student Affairs six months ago, this topic is understandably relatively new to them and Enrollment Services will need time and support to get up to speed. Currently, there's limited diversity in Enrollment Services leadership, and discussions around diversity, equity, inclusion, and accessibility (DEIA) have historically been infrequent. However, positive change has already begun, and we're fortunate to have open-minded partners on this journey.
- **Student Employee and Peer Mentor Training:** Student training programs will infuse topics such as intercultural competence and inclusive engagement; bystander intervention; and information regarding campus free speech and activism including but not limited to time, place and manner policies; calling in vs. calling out vs. public shaming; and lawful protest vs. civil disobedience.
- **Onboarding the new Assistant Director of Interfaith:** We will begin our work supporting religious diversity with the first-ever Assistant Director for this area. We aim to partner with Interfaith America on building relationships across difference. It's been a difficult search but we're confident we will find the best candidate for the job.
- **Guest Speakers:** We plan to bring diverse, nationally recognized speakers to campus to elevate community discussion around DEIA, as befitting an institution of our size and importance.

Using the invaluable feedback we've received this year and fueled by the momentum of progress, we look forward to another year of engaging in this important work and sharing our commitment even more broadly.



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 Beth Lesen

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Department Achievements

Basic Needs

- Established a rent subsidy program providing students \$500 a month for 3 months.
- Hired the first full-time CalWORKs Coordinator in the CSU-system, who serves as a case manager for student parents who are low income.

Beach Shops - University Bookstore

- Created a section in the front of the store highlighting banned and social justice books.
- Features a new Beach Familia clothing line highlighting Spanish-language elements like CSULB Abuelo/Abuela.
- Full size mannequins now display up to size 4x and 5x clothing items.
- Sourced a line of products for Black hair and skin-care and a greeting card sections inclusive of multiple ethnic groups and diverse languages.

Bob Murphy Access Center

- Implemented the launch of a universally designed text-to-speech tool, ReadSpeaker TextAid, within Canvas for all CSULB students, regardless of ability.
- Convened the BMAC Campus Advisory Board, established campuswide to support the needs of BMAC students.
- Collaborated with the CSU Chancellor's Office to write the new CSU policy on Service and Emotional Support Animals on Campus.
- Established furniture labels and floor vinyl decals for all students who receive classroom furniture accommodations.

CalSOAP

- Provided 1-on-1 advising and student/family workshops to meet the challenge of the new FAFSA. CalSOAP seniors complete their financial aid applications at higher rates (73.2%) than non-served participants at (63.2%).
- Partnered up with Operation Jump Start (OJS), an organization focused on serving low-resource, first generation students, to facilitate college information workshops held for 8th-12th grade students and their families from Long Beach Unified and hosted at Long Beach City College.

Career Development Center

- Partnered with Project Resilience in support of career success paths for AAPI and low-income students.
- Expanded services for students with disabilities through the Workability IV Program, reverse job fair, and Career Readiness Pathway.

Counseling & Psychological Services

- Hosted a Cultural Context of Trauma workshop for 54 participants with professional Dr. Kimani Norrington-Sands for counselors and other health professionals on campus.

Dream Success Center

- Supported the CSU system-wide in launching an UndocuAlly training for all CSU faculty and staff in Fall 2023.
- Research Fellows were published in the Journal of First Generation Student Success: [Inclusive Undergraduate Research Opportunities for Undocumented Students](#) and will present at the National Conference on Race & Ethnicity.
- Formalized a partnership with the School of Social Work and hosted the first Social Work Intern which assisted in closing a gap in social service needs among students and families.

Educational Opportunity Program

- Added extra hours of Financial Aid Drop-In Advising for over 300 EOP and non-EOP students, including evening hours to support Spanish-speaking parents and families with the significant changes to FAFSA/CADAA.

Guardian Scholars

- Partnered with Ready To Succeed LA, Make Good Inc. and Lincoln Avenue Capital on Move-In Day to prepare first-time foster youth students with supplies to move into their residence hall.
- Organized and led the Strength Leadership Retreat for 120 current/former foster youth from CSULB, CSUDH, CSU Pomona, LA Community College, and Rio Hondo Community College.
- Partnered with LAUSD Foster Care Services Program to host a college tour with resource information, student panel, and admissions information.

GEAR UP

- 77% students caught-up or moved ahead in school because of GEAR UP support.
- Supported counselors and teachers by providing in-class math support and professional development to support LGBTQIA students.
- Enrolled 27 parents/guardians in a 6-week (3hr/class) series to help them understand the English language reclassification process, their role in their child's reclassification, and ELPAC results and reclassification criteria. Pre/post-tests showed an almost 70% increase in their confidence, knowledge, and capacity to advocate for their students' reclassification journey.

Housing & Residential Life

- Housing professional staff and Residence Life teams participated in a Diversity and Inclusion Training with Dr. Becky Martinez of the Social Justice Training Institute.
- Residence Life Coordinators and Assistant Residence Life Coordinators engaged in training and activities around supporting neurodivergent students.
- Tracked 11,307 “deep dive conversations,” to ensure every resident had an opportunity for a personal interaction to assess needs for resources and well-being.
- Beachside RAs hosted the Mid-Autumn Festival highlighting Chinese culture and the Parkside RAs hosted a Lunar New Year event featuring activities and crafts.
- Re-tooled their housing priority selection process to ensure students who need more support have a higher likelihood of accessing housing resources.

Office of Belonging & Inclusion (formerly Office of Multicultural Affairs)

- Re-named the department to the Office of Belonging & Inclusion to signify the ongoing dedication to creating spaces where students feel valued, respected, and empowered.

Asian, Pacific Islander, and Desi Resource Center

- Re-named the center to a more inclusive name to enable cohesion among all APID identified groups with the input of over 230 surveys and 12 community engagement sessions.
- Co-hosted the first campuswide Lunar New Year event for over 420 attendees with East Asia Subcommittee, Beach Pride Events, Asian Pacific Islander Network, College of Business, College of Liberal Arts, President’s Office, College of Professional and Continuing Education, Department of Geography, Asian and Asian American Studies, and Center for International Education.

Black Resource Center

- Unveiled the Black Excellence Experience, a 2024 pilot summer program. This two-night, overnight experience aims to increase engagement of 40 first-time students.
- Revitalized the Black Leadership Council, a monthly gathering of Black student organization leaders of Black Student Organizations for a bi-weekly meeting. This created a student intern position to support a sense of community among Black student organizations.

Latinx Resource Center

- Piloted a new Sponsor a Grad Program to fund the \$65 Chicano/Latino Graduation Celebration fee for students with financial barriers, ensuring all Latiné students could participate in the celebration.

LGBTQ+ Resource Center

- Coordinated a new queer movie screening series to expand the knowledge and media literacy for the LGBTQ+ community.

New Student & Family Programs

- Incorporated DEIA module into all SOAR and other orientation sessions in AY 23-24, reaching approximately 11,670 new incoming students.
- Parent and Family Night at the Museum welcomed 108 guests including parents and step-parents, with 61% traveling from beyond a 30-mile radius to join the event.

Project Rebound

- Graduated 30 formerly incarcerated or system-impacted students in 2023, the most of any CSU campus.

Student Health Services

- Partnered with the Black Resource Center to host a lunch and learn for students at the center about resources, breaking the stigma around mental health, and forming community.

TRiO Programs

TRiO: McNair Scholars Program

- Partnered with the University of Michigan (UM) Rackham Aspiring Fellows Program to provide 2 CSULB/McNair students and 2 CSULB faculty research and stipend opportunities.

TRiO: Educational Talent Search

- 99% of ETS participants graduated from high school with a diploma.
- 88-89% ETS participants enrolled in post-secondary education.
- Hosted 110 new Fall 2024 CSULB students from Compton Unified School District graduates who will be incoming first-year students at CSULB Fall 24 for a resource fair.

University Outreach & School Relations

- Recruited 422 students through the Beach Pathways program, a program for non-local applicants based on low socioeconomic status and historically low rates of college going, who are CSULB eligible, but do not meet competitive application requirements. This program is especially important to support the representation of Black students at CSULB.

Women’s & Gender Equity Center

- Created the inaugural Beach Women’s & Gender Equity Educational Scholarship recognizing the achievements, aspirations, and potential of students with outstanding academic background.
- Started a monthly support space on Saturdays called Keepin’ it Real: A Conversation for Pregnant & Parenting Students to build community for students to succeed both personally and academically during a time of the week that’s most convenient for them.
- Notable WGEC programs and partnerships include:
 - Women in the Higher Education C-Suit: Attaining Advancement
 - Like a Boss: Women in Science and Math
 - Real Talk: Women in Business
 - Trajectories of Women in Health and Human Services
 - Don’t Touch My Hair
 - Missing & Murdered Indigenous Relatives



Chicano/Latino Graduation Celebration



Student Affairs

csulb.edu/students