Based on a thorough review of the CSUEB Diversity Action Plan and materials from Diversity and Equity offices at a variety of other institutions, including San Diego State University, California State University, Northridge, the University of California at Berkeley, Morehead State University, Harvard University, and the University of Iowa, the Faculty Diversity & Equity Committee recommends hiring a Chief Diversity Officer at CSUEB.

These recommendations reflect our consideration of the fact that CSUEB has both a faculty senate committee and a student-centered focus on issues of diversity, but no University office at the administrative level that addresses a broad range of diversity issues, including EEO and civil rights issues.

We recommend that a Chief Diversity Officer be hired as a Cabinet-level position reporting directly to the President, that this position not be administratively housed within Risk Management and that its offices be physically situated in a neutral campus location. We believe it is of the utmost importance that this office not be exclusively concerned with overseeing investigations and legal compliance issues, but rather focus on advising the President and the Cabinet on Diversity and Equity concerns, including issues relevant to tenure track searches and diversity training for faculty and staff. We envision the Chief Diversity Officer overseeing an Office of Diversity and Equity that includes at least one staff person responsible for training and education and another responsible for the investigation and resolution of EEO, civil rights and compliance issues. This newly created office would be responsible for creating and publishing reports that monitor and evaluate progress toward the creation, maintenance and promotion of a diverse and equitable working and learning community at CSUEB.

Our suggested description of the Chief Diversity Officer position follows:

The Chief Diversity Officer (CDO) serves as the university’s executive level diversity and inclusion strategist. Working with and reporting directly to the President of the University, the CDO collaborates with units across the institution to implement the University’s Diversity Action Plan. The CDO engages the campus and surrounding community to help define, enable, and foster an inclusive campus culture that embraces the diversity of identities, ideas, and values that embodies California State University, East Bay.
Position Responsibilities:

- Directs the daily activities of the University's Diversity & Equity Office and leads in the development and implementation of strategic plans, policies, proposals, programs, and operating procedures related to issues of diversity and equity and the campus climate.

- Takes chief responsibility for enacting the University’s existing Diversity Plan across the University, leading coordination and direction of all University programs related to diversity.

- Supervises programs to enhance recruitment, retention, and success of students, staff and faculty from underrepresented groups, including taking a lead role in securing financial resources necessary to support those programs.

- Leads strategic, integrated program planning and direction and provides consultation to senior administration on major institutional issues regarding diversity initiatives.

- Coordinates and champions University-wide diversity-related programs and events through community outreach, civic engagement, the cultivation of corporate relations and diversity-related marketing and promotion efforts.

- Participates in and contributes actively to the Faculty Diversity & Equity Committee as a voting member of the committee.