

CSUEB DIVERSITY ADVISORY COMMITTEE ACTION PLAN FOR DIVERSITY 2020-2021

DAC Mission

The Diversity Advocacy Committee of the CSUEB aspires as a community-dedicated group to address inequity by:

- Always prioritizing mindfulness that we are answerable to students.
- Acting as conduits; centering students and the needs of the campus by interrogating and dismantling barriers and exclusivity.
- Fulfilling the roles of advocates, allies, accomplices and disruptors
- Operating through the lens of critical race theory, social Justice, anti-oppressive, non-hierarchical and non-dominant ways of being
- Acting as navigators to collaboration and cultural change actions.
- Enriching, educating, and promoting DEI awareness answerability
- Being pro-active, and responsive to changing campus DEI needs.

*** All DAC subcommittee will work in partnership with all relevant stakeholders and committees campus-wide. DAC is represented on the majority of campus task force's and committees and will share information collaboratively.*

Strategic Commitments Implicated	DAC Action Plan Next Step	DAC Subcommittee Responsible/Advocacy Needed	Timeline for Completion
1, 2, 6,	1. Faculty DEI development work with Faculty Development of Academic Affairs.	1. Curriculum Subcommittee	1. Summer 2021-Faculty development in culturally responsive teaching and critical pedagogy. <ul style="list-style-type: none"> a. Host faculty lunches co-sponsored by campus Affinity groups led by faculty to dialogue about DEI engagement and support [Begin Fall 2020]
	2. During New Faculty Orientation [NFO] the DAC	2. Curriculum Subcommittee	2. Fall 2020

	<p>will design programming that will include students teaching faculty or students as teachers [e.g. NFO-Office of Diversity Day student led facilitation through the student lens of article or book]</p> <p>3. In partnership with Faculty development FLC [Faculty learning committee] on DISC will be created and implemented.</p> <hr/> <p>4. Members of the subcommittee will meet with Associates Deans to discuss the equity/opportunity gaps.</p>	<p>3. Curriculum Subcommittee</p> <p>4. Data Subcommittee / Partner with Persistence and Retention Subcommittee</p>	<p>3. Spring 2021</p> <p>4. Begin Fall 2020</p>
	<p>5. The DAC will design and host a Professional DEI</p>	<p>5. Enrichment & Collaboration Subcommittee</p>	<p>5. Spring 2021</p>

Development Day[faculty, staff and students]

6. The subcommittee will design, implement and host a workshop on Power and privilege education.

7. The subcommittee in partnership with Faculty Development and Academic Development will design a Faculty Shared-read on privilege for NFO [unconscious bias training foundational training always included]

8. Subcommittee will create structure to conduct annual focus groups and qualitative analysis with faculty, staff and student

6. Collaboration and Enrichment

7. Academic Affairs, Faculty Development and Subcommittee on Instruction & Curriculum

8. Data Subcommittee of the DAC

6. Spring 2021

7. August 2020

8. Fall 2021

	<p>9. Students of Color [SOC]’s /DEI/[identity-based] Student Advocacy and support subcommittee that researches and makes recommendations on best practices [create a repository of current CSUEB practices]</p>	<p>9. Equitable Student Experience</p>	<p>9. Spring 2020</p>
	<p>9. The subcommittee will begin by reviewing Basic Needs and Financial Gaps-e.g. Cap & gown, Scholarship monies that are unencumbered, students without DACA etc.</p>	<p>9. Equitable Student Experience</p>	<p>9. Spring 2020</p>

Strategic Commitments

1. Reinforce academic quality through open-minded inquiry, innovative teaching, engaged learn

2. Enhance our inclusive campus, responding to the backgrounds and interests of our diverse community and promoting their academic, professional, and personal development
3. Serve students first, by expanding access and enhancing each student's educational experience and prospects for success as a graduate and life-long learner
4. Foster a vibrant community through enriched student services and student life that support student engagement and learning
5. Contribute to a sustainable planet through our academic programs, university operations, and individual behavior
6. Continuously improve our efficiency, transparency, and accountability while practicing mutual respect, responsiveness, and collaboration across the University
7. Support the civic, cultural, and economic life of all communities in the regions we serve through partnerships that promote education and social responsibility
8. Demonstrate our continuing record of leadership and innovation in higher education, focused on 21st-century skills, including science, technology, engineering, and mathematics (STEM). Reinforce academic quality through open-minded inquiry, innovative teaching, engaged learning, and distinguished scholarship

DAC Subcommittees

Curriculum and Instruction: This subcommittee will collaborate with relevant CSUEB stakeholders to further cultural competency, culturally responsive teaching, and critical pedagogy. **Maha Jacobs (co-chair)**

Data: This subcommittee will keep the DAC abreast of relevant CSUEB DEI data, national data trends and lead the bi-annual faculty, staff and student diversity climate survey. **Fanny Yeung (co-chair)**

Equitable Student Experience DEI: This subcommittee will assess CSUEB current student equity needs, collaborate with existing committees, make recommendations to the campus community for action, create an inventory of current practices and resources.

Denise Johnson (co-chair)

Collaboration & Enrichment: This committee will work collaboratively with relevant CSUEB stakeholders to create and implement staff professional development initiatives.

Martin Castillo (co-chair)