





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**

1. **Annual Meetings with the President:** We recommend that, in alignment with our updated Charge, \_\_\_\_\_'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

- 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.
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- 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,
- 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 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

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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.

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