



Student Affairs

Diversity, Equity, Inclusion, & Accessibility

Annual Report

May 2022 - April 2023



STUDENT AFFAIRS

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Highlights



During the 2022-2023 year, Student Affairs engaged in deep and substantive work to remove barriers, cultivate the well-being of students, and promote inclusive excellence. Many of the traditional, historical, and ongoing programs and services in Student Affairs have celebrated diversity, equity, inclusion, and access for years. The following report proudly showcases our new, improved, or significant DEIA achievements at The Beach. **Most notably, the addition of accessibility in our university's DEIA initiatives resulted from a proposal to the President's Equity & Change Commission initiated by the Bob Murphy Access Center.**

Draft Mission, Vision, and Values

Student Affairs staff engaged in a thorough consultative process to revisit the Student Affairs mission statement. The revised Student Affairs mission, vision, and values will be finalized in Summer/Fall 2023.

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

Labor Acknowledgement

Student Affairs established a Labor Acknowledgement to be included alongside our University's Land Acknowledgement, modified from Dr. Betsy Eudey, CSU, Stanislaus, Professor of Gender Studies.

We recognize and acknowledge the labor upon which our country, state, and institution are built. We remember that our country was built on the labor of enslaved people who were kidnapped and brought to the US from the African continent and recognize the continued contribution of their survivors. We also acknowledge all immigrant and indigenous labor, including voluntary, involuntary, trafficked, forced, and undocumented peoples who contributed to the building of the country and continue to serve within our labor force. We recognize that our country is continuously defined, supported, and built upon by oppressed communities and peoples. We acknowledge labor inequities and the shared responsibility for combatting oppressive systems in our daily work.

98%

of all Student Affairs position descriptions have been revised to include diversity, equity, inclusion, and accessibility within their job responsibilities.

120+

human resource action items (including reclassifications and equity increases) resulted in ensuring that all Student Affairs staff are compensated equitably based on their role.

Increased Diversity of Student Affairs Management Team

Hired three women of color and offered promotions/interim opportunities to three professionals of color.



Manager Demographics

Hispanic/Latinx: 34%,
White/Caucasian: 34%,
Asian/Pacific Islander: 16%,
Black/Pan-African: 16%



Student Affairs Establishes First Ever Senior Diversity Officer

Based on recommendations from the Student Affairs Equity Task Force, Vice President Beth Lesen reinforced a commitment to DEIA by dedicating resources to institutionalize a Student Affairs Senior Diversity Officer. Dr. Trace Camacho assumed the newly established role in Fall 2022.

Equitable Recruitment Strategies

Created and published an online digitally accessible [webpage of DEIA resources](#) for Student Affairs hiring, recruitment, and retention of employees, including:

- Recruitment Best Practices
- Position Description Best Practices
- Anti-Bias Training Resources
- Interview Question Best Practices
- Resources on Resume Bias

Equity Scorecard Updates

Reviewed the status of the Student Affairs department equity scorecards and published progress on the [division website](#) for transparency. Four outstanding departments are completing their equity audits in Spring 2023.



The **inaugural Trans Week of Joy** at CSULB launched with events for students, faculty, and staff.



New opportunities for undocumented students including the BUILD program, TRiO SSSP, and Housing & Residential Life leadership opportunities.



CSULB earned **The Military Friendly® Schools Designation** for 2022-2023.

The **3rd Annual Black Scholarship Gala** included keynote speaker Dr. Shirley Weber, California Secretary of State.

Photo credit: Jerome Thomas



CSULB is **one of only two CSU campuses** to offer and support students specifically on the Autism spectrum.



CSULB received \$53 million in outside grant money for **affordable housing** initiatives.





Ongoing DEIA Professional Development

Announced a new partnership with the USC Race & Equity Center as part of the CSU Racial Equity Leadership Alliance. This significant investment by eight CSU campuses allows staff to participate in **13 live trainings** over the course of the next year and watch training recordings in perpetuity. The first session on March 3, 2023, had an attendance of **104 participants**, the most of any CSU campus involved. Overall, staff participants found the first training session to be insightful, informative, and applicable to their daily work.



Support for Students Impacted by Tragedy

Composed and sent targeted outreach to students affected by local and national traumatic events like the Lai Lai Ballroom tragedy to offer resources and support spaces through CAPS.

“Thank you so much for reaching out. During times like this knowing people care and are there for support means so much. Thankfully my family and I were not directly impacted by the awful events this past weekend. It was definitely a jarring incident and one none of us ever expected to happen in our small community.” - Student Response



Jordi Conde Mendez

Jordi Conde Mendez earned the 2022 NASPA Region VI Research & Assessment Grant Award for his thesis research proposal: Ethnic Studies Impact on Students' Ethnic Identity Development.



Dr. John Hamilton

Dr. John Hamilton received the [Aquarium of the Pacific's Heritage Award](#) during the 2023 African American Festival for his dedication to equity and strengthening communities.



Dr. Beth Lesen

Vice President Beth Lesen was accepted to the NASPA & USC Race & Equity Center - Equity Leadership Academy and completed her certification in October 2022.

Additional Achievements

- Created the first Supplemental Grocery Assistance Program (SGAP) in the CSU in Fall 2022, designed to meet service gaps for food-insecure students who are undocumented or do not qualify for CalFresh.
- Hosted the first in-person [Cultural Welcome](#) events in Fall 2022.
- Coordinated 5 cultural heritage month celebrations, Women’s History Month, and Trans Week of Joy with a collective **74 campus programs** (Latinx Heritage Month, OUTober, Native American Heritage Month, Black History Month, and Asian American/Pacific Islander Heritage Month).
- Celebrated **1189 student graduates** at 9 Cultural Graduation Celebrations in **Spring 2022** in addition to hosting recognitions for students with disabilities, Veterans, EOP students, Guardian Scholars, TRiO /CAMP students, and the Men’s Success Initiative.
- CSULB launched the **first Mobile Crisis Unit in the CSU** with two full-time social workers to respond to campus mental health crises in the place of uniformed officers (through a SAMHSA grant).
- Significant milestones were achieved in advancing mental health equity through [Beach WELL](#), our campuswide strategic mental health initiative including the launch of [Find Help Now](#) and the Wellness Ambassador Certificate Program (piloted with faculty in Spring 2023, expanding to staff and students in future semesters).
- Created a [mentoring website](#) to make it easier for first-generation students to navigate the collegiate experience.
- Compiled an internal SharePoint site of best practice activities for Student Affairs departments in the areas of vision/mission statement, employee hiring, communication, anti-bias policies, and programming.
- Incorporated DEIA topics in **every Student Affairs** manager meeting and retreat, and all-staff meeting by inviting people to present on various topics.
- Engaged in community outreach at CSU Super Sunday. Dr. Elijah Sims, Dr. Beth Lesen, and Dr. Karen Scissum-Gunn were the keynote speakers at three CSULB Village partners. Campus attendees included staff representatives from University Outreach & School Relations and the Women’s & Gender Equity Center.

Fundraising and Grants for DEIA Efforts

- CSULB received **\$53 million** in outside grant money for affordable housing initiatives.
- The 3rd Annual Black Alumni Scholarship Event has raised **\$84,561 as of April 2023**.
- Received **\$838,000** from the State to expand Guardian Scholars and hire 2 additional full-time employees.
- The Women's & Gender Equity Center received a **\$20,000** Equity in Action (EIA) Grant from the CSU Student Success Network to create a peer-to-peer mentorship program for pregnant and parenting student scholars.
- Women's & Gender Equity Center received **\$20,000** (10k per student) in paid internships from the Cacilia Kim and Family for underrepresented student populations.
- The ASI Isabel Patterson Child Development Center will receive **\$3.5 million** for infrastructure upgrades as a part of Congressman Robert Garcia's Project Funding Proposal for 2024. IPCDC also received **\$597,920** in U.S. Department of Education grants, Federal Funding, and food grants to provide early childhood education to low-income CSULB parenting students through 2023. IPCDC also received a **\$50,000** grant from the CA Department of Social Services to expand services to low-income parenting students.
- Secured **\$650,000** to establish the Catalyst for Change Endowed fund, which provides paid internships and scholarships to students involved with the Black Resource Center and/or an active member in a university-recognized Black/Pan-African student organization.

Department Achievements

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Associated Students, Inc.

ASI Government

- Distributed over **\$750,000** in student scholarships, grants, and event funding, with a priority on activities that promote cultural awareness, such as:
 - Over **\$150,000** for programs hosted by Student Cultural Organizations
 - **\$50,000** to fund the 9 Cultural Graduation Ceremonies
 - **\$50,000** for Study Abroad Grants
 - **\$25,000** for Educational Opportunity Program (EOP) Book Grants
 - **\$5,000** for Undocumented Student Book Grants
- ASI Senate 2022-2023 policy objectives include supporting equity in the classroom, advocacy for mental health resources, increased partnerships with Basic Needs and ASI Beach Pantry, and supporting underrepresented populations.
- Hosted a Long Beach Mayoral Candidate Forum and several legislative visits to support California Legislation focusing on student debt relief, mental health services, CalFresh Eligibility, and Student Financial Aid.

Beach Pride Events

- Hosted 22 diversity, equity, inclusion, and accessibility programs, including new programs like Drag Baking.

Student Recreation & Wellness Center

- Broadened the offerings of accessible recreation and fitness classes to include the Inclusive Sports Expo, Dark Climb, Beep Ball, and Mario Kart Wheelchair Race.

Basic Needs

- Launched the Beach Bites app in Fall 2022 with over 1,000 sign-ups in the first two days.
- CalFresh Outreach had the most LPIE students (Local Program that Increases Employability) in the CSU.
- Project Rebound became an exempt program within CalFresh, and all Project Rebound students are now eligible for CalFresh.

Bob Murphy Access Center

- Hosted the first hybrid Ability Ally Program and expanded Ability Ally to provide Faculty Welcomes for each academic college at the beginning of each semester to help faculty become more supportive of students with disabilities in the classroom.
- Developing a new/dormant relationship with the West LA Department of Veteran's Affairs to employ our students.
- Working with faculty to prepare for Interdisciplinary Collaborative for Autism & Neurodiversity inaugural symposium in April 2023.
- Working with the Chancellor's Office to create a CSU Learn disability training that will be provided to faculty across the CSU system.
- Championed the establishment of ADAptive Society, a student organization focused on reviewing accessibility needs across the campus in collaboration with Beach Building Services.
- Continued Summer LIFE @ The Beach, a program for incoming first-year or transfer students with an autism spectrum disorder (ASD), Asperger Syndrome, or other neurodiverse abilities.
- Presented a proposal to the President's Commission for Equity and Change to include accessibility as a DEI campus priority and formalize Diversity, Equity, Inclusion, and Accessibility (DEIA) within the campus framework.

Career Development Center

- Created DEIA Employer Advocates Program: Compiled information from 55 employers interested in providing their expertise around DEIA topics to CSULB students.
- Hosted the Reverse Job Fair for students with disabilities during the Fall Job & Internship Fair. Ten students showcased their skills and engaged with four employers.
- Coordinated the first Disability Inclusion in the Workplace Panel, where professionals from Google, Cintas, LinkedIn, Rock Canyon High School, and Reviewed shared their perspectives.
- Added Career Insights for Students with Disabilities to the Career Insights Series offered during cultural heritage month celebrations.
- Coordinated a Career Insights event as a part of every cultural heritage month celebration addressing the intersection of identity and the workplace.

- Continued supporting the Latina Connection Conference for 60 students.
- Partnering with Financial Aid to launch a new Learning Aligned Employment Program (LAEP) allowing students to be paid for on-campus career-related employment (instead of seeking off-campus employment unrelated to their career aspirations).

Counseling & Psychological Services

- Recorded a video on CAPS resources for Spanish-speaking families in March 2023.
- Assisting with the development and supervision of resources for Project Resilience (5-year AANAPISI grant) including workshops and faculty training, an AANHPI-focused wellness peer mentor program, and an online wellness hub to encourage students to access support through additional culturally-relevant opportunities.
- Created two new weekly drop-in sessions: Spoon Check supporting students living with chronic illnesses/pain or chronic conditions and Let's Talk BMAC supporting students with disabilities.
- Continued group therapy and drop-in spaces specifically for AAPI, Black/Pan-African, Latinx, Undocumented, and LGBTQIA+ students as well as students with disabilities and student parents.
- Integrated meaningful diversity questions into selection processes:
 - *You will be interacting with members of our diverse CSULB community. Imagine you are educating students on self-care and the importance of community. How would you respond if a student rejected the information you provided based on their own personal beliefs?*
- The CAPS Trans Care Team provides gender affirming psychotherapy, outreach services, and letters supporting gender affirming surgeries for trans, non-binary, and gender diverse students. They also provide consultation and training for campus partners on how to provide gender affirming services and how to address misgendering in the workplace or classroom.
- Participated in a training session entitled "Incorporating Cultural Humility in College Counseling Process Groups" conducted by Group Psychotherapist Association of Los Angeles.

Dream Success Center

- Increased CARECEN legal services (green cards, advanced parole, and DACA applications) for CSULB clients due to increased demand.
- The first two undocumented students were admitted to the BUILD Student Program to engage in critical research.
- Student leader opportunities in Housing & Residential Life are now accessible to undocumented students who were not previously eligible.

Educational Opportunity Program

- Hosted the Southern California EOP Student Leadership Conference focused on promoting leadership development, advocacy, social justice, and networking for first-generation and historically low-income students.
- Partnered with the Dream Success Center to create workshops for prospective students on the AB540 non-tuition exemptions process.
- Coordinated 16 FAFSA (Free Application for Federal Student Aid) & CADAA (California Dream Act Application) Renewal Workshops.
- Planned 37 student programs for EOP students.
- **Notable Programs Included:**
 - First Gen Day Celebration featuring keynote speaker Future Doctora Valerie Gomez, who shared her blog and digital community, *A Latina's Guide to Grad School*
 - EOP Celebration of History and field trip to the Long Beach Historical Society
 - Reimagining Educational Experiences for Students of Oceania: A Collective Freedom-Dream
 - Navigating the Orange County AAPI Hate Crimes
 - The Impacts of COVID on the NHPI Community – Then and Now

Guardian Scholars

- 119 Guardian Scholars students, including 16 Spring 2022 graduates and 2 Fall 2022 graduates.
- Coordinated 19 workshops and programs for Guardian Scholars students.

- Participated in the first Guardian Scholars Strengths Retreat since the pandemic with students and staff from CSULA, CSUDH, Rio Hondo College & Cal Poly Pomona to build bridges for Guardian Scholars students from community college to the CSU.
- Continued the 10-week summer residential program for Guardian Scholars students providing housing, meals, and summer academic enrichment opportunities for current/former foster youth.

GEAR UP

- Served 1603 total middle school students (63.5% Latinx, 4.1% Black/African American, 3.9% Native Hawaiian/Pacific Islander, 2.2% Asian, 1.5% American Indian/Alaska Native).
- Partnered with Norwalk/La Mirada USD (NLMUSD) to ensure all district teachers and counselors are better equipped to improve school climate and culture and to facilitate positive outcomes, especially among LGBTQ+ youth.
- Involved 194 parents and guardians. Facilitated programs to close the ‘parent empowerment gap’ (vs. the ‘student achievement gap’) to increase parent and family understanding of the importance of social-emotional learning when preparing for college.
- More GEAR UP highlights can be found in [Newsletters and Press Releases](#).

Office of Multicultural Affairs & Inclusion

- Expected to be fully staffed by the end of Spring 2023 with a Director and Assistant Directors for the Black, LGBTQ+, Latinx, and AAPI Resource Centers.
- Black Resource Center
 - Recruited six interns for Catalyst for Change Internship program, connecting them with paid opportunities to engage in career fields related to racial and social justice.
 - Hosted keynote speaker Dr. J. Luke Wood during the Black History Month celebration.
 - Collaborated with student leaders to create Color Me Queer, a bi-weekly support space for Queer & Trans students of color.
- Latinx Resource Center
 - Planned the first Mujeres Who Brunch to celebrate the motherly figures in students’ lives.

- LGBTQ+ Resource Center
 - Launched the inaugural Trans Week of Joy at CSULB in Spring 2023.
 - 245 students, faculty, & staff signed up to be part of the OUTList and the SolidarityList.
 - Launched a new Gender Universe space, a weekly gathering for all gender diverse/trans/nonbinary students to meet new people and feel validated and witnessed in their identities.
 - Planned the first Trans Day of Remembrance at CSULB in November 2022, honoring people who have been killed within the transgender community.

Men's Success Initiative

- Coordinated 16 programs and workshops for CSULB student men of color.
- Screened the film *Man Child: The Scea Cotton Story* during the Black History Month celebration.

New Student & Family Programs

- Engaged approximately 14,500 current parent and family members in the online parent portal with a 69% open rate for families of first-generation students.

Student Life & Development

- The [50th Annual Pow Wow](#) held in March 2023 returned to campus after a three-year hiatus.
- Coordinated [Leadership at The Beach: Redefining my Leadership](#), a day long student leadership conference with workshops focusing on Undou-Peer Allyship, Basic Needs, and Leading a Culture of Well-being.
- Incorporated DEIA related workshops into the Leadership Academy and Emerging Leaders certificate program on topics such as Unlearning to Learn: Power, Privilege, and Advocacy, Understanding Conflict and Restorative Justice, and Cultural Appropriation.
- Supported the Black Student Union in hosting the 41st annual Black Consciousness Conference.
- Supported the return of in-person cultural events by Cambodian, Muslim, Pacific Islander, Pilipino, South Asian, Vietnamese student organizations.

- Provided continuous opportunities for cultural competency and inclusion training for fraternity/sorority leadership through Chapter Presidents meetings, Peer Educator training, and new member trainings.

TRiO Programs

- Increased participation by over 150 new students in Summer 2022.
- New eligibility requirements through the TRiO SSS grant now allow the citizenship requirement to be waived through a pilot program, therefore, giving SSS at CSULB the opportunity to serve undocumented students for the first time.
- Engaged 300+ students in Fall 2022 and 200+ students in Spring 2023.
- 3,114 student advising appointments and 18 programs and workshops.
- Hosted the first 'cultural wealth walk' with the Dream Success Center, CAPS, and the first-generation housing community allowing students to understand their lived experiences as cultural capital.

TRiO: McNair Scholars

- Provided 6 different graduate school visitation opportunities across the state and country for first-generation, low-income and racially underrepresented students.
- Partnered with the University Honors Program (UHP) and Office of the Provost to provide a Research Methods course free of charge to McNair Students.
- Partnered with the University Library to develop a McNair Research Journal Collection for McNair Scholars to better prepare for graduate-level research and publication opportunities.

TRiO: Upward Bound (Classic and Math & Science)

- Notable Programs Included:
 - Financial Literacy Workshops in partnership with Farmers & Merchant Bank & Kinecta Federal Credit Union.
 - Youth Symposium in partnership with Sigma Gamma Rho Sorority, Inc. providing student empowerment, STEM demonstrations, and financial literacy workshops.
 - Multi-Cultural Posada Community Service Event.

- Parent Pop-Up Pantry in partnership with Barbados Association of Southern California (BASC).
- Women in Science (STEM-related) career panels during Upward Bounds' Saturday Academy.

University Outreach and School Relations

- Doubled the number of students admitted through Beach Pathways, which directly impacted the number of Black students enrolled at CSULB by maintaining the current representation. Without Beach pathways, CSULB would have decreased Black student representation in the 2022-2023 academic year.
- Built a relationship with Inglewood Unified School District in the Fall of 2022 which resulted in 3 in-person engagement opportunities.



Student Affairs

csulb.edu/students