

Academic Senate of California State University, Long Beach
Campus Climate Committee
2022/2023 Prepared by:
Brooke Winder and Shae
Miller

<p>Membership: Brooke Winder (Faculty, Dance), Shae Miller (Faculty, Sociology), Noah Golden (Faculty, Teacher Education), Varenka Lorenzi (Staff, IIRMES), Mitra Baghdadi (Staff, Center for Community Engagement), Pei-Fang Hung (Chair, Academic Senate), Lily House-Peters (CFA Representative), Janet Foster (ITS AVP), Laura Bush (ASI Sp'23), Ivonne Camacho (ASI)</p>
<p>Ex-Officio Membership: Bethany Price (LBTQIA+CCC Liaison), Laris Hamada (Director, Equity & Diversity), Keith Freeseemann (University Ombuds), Director, Terri Armstrong (Office of Multicultural Affairs F'22), Norma Salcedo (Office of Multicultural Affairs Sp'23)</p>
<p>Officers: Brooke Winder, Chair; Shae Miller, Co-Chair; Noah Golden, Secretary</p>
<p>Summary: The CCC held 8 meetings over the course of the 2022/2023 academic year.</p>

Actions and Key Issues Identified by the Committee in 2022/2023:

1. HERI Final Report

The HERI Final Report was released in Fall 2022. The HERI Report is a white paper divided into sections by students, faculty, and staff. Factors were organized by the Beach 2030 framework and infographics were provided to highlight sections of the report. This extensive report was authored by several Academic Senate Committees and other shared governance structures across campus. The Campus Climate Committee organized and hosted an online campus-wide forum via Zoom to receive feedback from the campus community (faculty, staff, students) on the HERI Report. This online campus-wide forum was held on December 14, 2022, from 2:00-3:00pm via Zoom in Webinar format to make sure that participants were protected from triggering or inappropriate comments in the chat. The role of the CCC in the HERI report was wrapped up after this open forum. Recommendations inspired by those in the HERI report are included under “Campus Climate Committee Recommendations.”

2. Rewriting of the Campus Climate Committee Charge

It was determined by the Committee that an update to the Campus Climate Committee Charge would improve the clarity of its mission and tasks for members, and also to improve transitions for incoming committee members and leaders. Several meeting sessions focused on discussing and updating the charge. The updated CCC Charge was approved by the Committee on 5/10/23 and is attached to this report. It has been forwarded to the Academic Senate Executive Committee for review.

3. **Committee Listened to Research Reports Related to Issues of Campus Climate/EDI Concerns**

Dr. Judy Jou (Faculty, Health Sciences) visited the CCC meeting on 11/9/2022 to share research results regarding the **experiences of caregivers at CSULB**. The research revealed that a substantial number of CSULB students are serving as caregivers of family members (roughly 1 in 3). Caregiver students are largely female and Hispanic/Latino or Non-Hispanic/Asian. These students experience high burden, academic disruption, and lack of support; many caregiver students experience delay in graduation timelines or impact to their grades due to caregiving. It was noted that caregiver resources were either not present or not widely/well-publicized. Recommendations from this study included:

- More consistent academic accommodations for caregiver students (including improved faculty awareness and services from BMAC)
- Improving awareness of caregiver student needs and experiences, connecting students more with both on-campus and external resources
- Improve peer and counselor support for caregiver students
- A more comprehensive approach to identifying and addressing caregiver student needs

Some of the **CSULB 2021-22 FRA-EDI Award Recipients** attended the CCC meeting on 4/12/2023 to share results of their ongoing research.

Dr. Devery Rogers presented research surrounding the **experiences of Black graduate students** in the College of Education regarding equity and inclusiveness. Dr. Mischelle VanBrackle and Dr. Dina Perrone presented their research regarding **experiences of Black students** in the criminology department. Overall, research highlighted many important concerns, some of which were the need for:

- Helping to improve sense of belonging and campus community support networks for Black students
- Improving data and information-sharing regarding EDI work and resources with faculty, staff, and students
- Documentation of campus-wide EDI efforts and intentionally map EDI supports offered
- Hiring more Black faculty members
- Building Black alumni-relations and strengthen peer support networks for Black students

Leilani Madrigal shared initial results from research within Kinesiology/Sports Psychology focused on understanding **available EDI-related training opportunities for faculty, staff, and students at CSULB, as well as understanding available leadership training for students** on campus. Some recommendations from this research were:

- Ongoing funding devoted to college/department/school initiatives that focus on EDI workshops and speakers
- Funding to support student leaders in their participation in leadership training and in peer mentorship programs
- Buy-in and support (with funding and with presence) and from university administration
- Beach Mentor Programs, Allyship approaches, and continuing education model for EDI initiatives

4. CSULB and Puvungna

Not addressed this academic year due to other business, but it is important to check in with this at the start of the next academic year.

5. CSULB and UPD

The CCC opened discussion of concerns that were brought to light following a campus incident where a faculty member was locked out of their office and was not allowed by UPD to access their office. Concerns were raised regarding discrimination, accountability, and sensitivity issues with UPD, as well as student, faculty, and staff concerns regarding UPD retaliation if they were to put in a complaint about their experiences with UPD. This should be an ongoing discussion revisited in the 2023-2024 academic year. Recommendations based on these conversations:

- Identify and assess whether other campuses have successfully developed community-based approaches

6. CSU Title IX Campus Visits

Leadership of the CCC (Chair and Vice-Chair) participated in Title IX review of campus. This evaluation was performed by an external firm that was assessing all CSU campuses in relation to Title IX infrastructure, how problems arise, how they are managed, and obtaining feedback from different affinity groups on campus.

Campus Climate Committee Recommendations:

1. **The CCC recommends that CSULB provides regular open forums** (annually, or one per semester) for the campus community (faculty, staff, and students) to connect with upper administration and share their concerns, questions, and recommendations regarding the campus climate. The CCC recommends that these forums include representatives attending from Academic Senate, AS Climate Subcommittees, and the Office of the President. Representatives should be identified as being present during these forums, as attendees expressed being unaware that the President's Office was present during the campus-wide open forum for the HERI report.
1. **The CCC recommends that the campus focus on establishing a comprehensive and ongoing funding support plan for EDI work.** This should include an office with dedicated EDI staff to distribute and analyze campus surveys aimed at improving the climate across campus. This includes hiring a Chief Diversity Officer on Campus and establishing an ongoing funding plan to ensure permanent, sustainable progress towards our equity goals. This is recommended as a necessary alternative to relying on competitive grants or other forms of inconsistent funding to support work that is integral to the duties of The BEACH.
2. **The CCC recommends evaluation of California Campuses effectively organize, fund, and staff their multicultural centers and programming efforts with the intention of building more effective structures on our campus.** We recommend developing a 3- year plan in collaboration with the CCC to identify and secure consistent funding to staff

permanent Director and Assistant Director positions for these important centers, and to ensure that the physical spaces are accessible to students; both physically and culturally. This requires increased transparency around hiring and infrastructural practices as well as assessment and potentially reconfiguring the goals, priorities, and strategies that inform how we, as a campus, approach our resource centers, students, and staff.

3. **The CCC recommends regular reviews of equity and diversity efforts at CSULB, including the opportunities, as requested, to review of Academic Senate Polices** before they go to the Senate floor and direct meetings with the President’s Office to annually identify areas of strength and potential growth.
4. **The CCC recommends inclusion of Affinity Groups in regular assessments by the Campus Climate Committee**—for example, invitations for Affinity Group representatives to attend meetings throughout the year.
5. **The CCC recommends developing a more comprehensive support system for student caregivers on campus** (including improved awareness/training for faculty, increased CAPS resources for caregivers, and specifically publicizing available resources)
6. **The CCC recommends assessment and consultation with the Bob Murphy Access Center to identify targeted strategies for communicating and implementing supportive services for students who have a diverse range of intersecting needs.** This includes increased communications and guidelines for how students, faculty, and staff can maintain clear and open dialogue about needs for and subsequent implementation of services.