

Academic Senate of California State University, Long Beach
Diversity, Equity, Inclusion and Accessibility Campus Climate Committee
(DEIA-CCC)

2024/2025 Prepared by:

Noah Asher Golden

Membership: Noah Golden (Faculty, Teacher Education), Jeanette Acevedo Rivera (Fall 2024 only, Faculty, Spanish), Shabnam Sodagiri (Faculty, CECS), Lidiana Portales-Blair (Faculty, Liberal Studies), Anila Putcha-Bhagavatula (Faculty, Psychology), Daria Graham (AVP Student Success and Engagement), Amber George (Staff, Kleefeld Contemporary), Mitra Bagdadhi (Staff, Center for Community Engagement), Cheetah Chin (Staff, BMAC), Zoe Gonzalez (Student, ASI), Jennifer Wolk (Student, ASI), Jaydee Phung (Student, ASI)

Ex-Officio Membership: Preeti Sharma (CFA Representative), Neil Hultgren (Academic Senate Chair), Ash Preston (Assistant Director of the LGBTQ+ Resource Center)

Officers: Noah Golden (Chair), Lidiana Portales-Blair (Secretary)
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Note: DEIA-CCC experienced significant participation challenges during the first half of the academic year. We were unable to make quorum for the first several meetings and were thus not able to elect new leadership. Given the fact that this is a small committee that thrives on interaction and ideas from multiple social locations of our campus, it is recommended that future DEIA-Campus Climate Committee members develop approaches to increase engagement and further the goals detailed in [the committee charge](#). Possible approaches include requesting that all attendees keep their cameras on for zoom meetings, meeting in person on-campus, or alternating zoom and in-person meetings to drive engagement with this vital work. It is also recommended to review the committee charge with all new members so that there is clarity around our goals and purpose.

Actions and Key Issues Identified by the Committee in 2024/2025

1. Concerns related to Time, Place, and Manner (TPM) policy

Members of DEIA-CCC expressed concern that 60 days is an excessive amount of time to plan for an event on campus, and that this requirement in the CSULB addendum to the Time, Place and Manner policy document (TPM) would have the effect of limiting possible ‘Day After’ pedagogical opportunities (i.e., the creation of spaces to learn about or process recent developments or issues that impact students and communities on campus). There were also concerns about freedom of speech on our campus. In addition to discussing these issues with our committee member AVP of Student Success and Engagement Daria Graham, the DEIA-CCC invited AVP of Student Affairs Jeff Klaus to share his approach to balancing educational objectives, First Amendment rights, and campus safety. Faculty member Kevin Johnson also joined the discussion to share his work on the historical context and recent challenges to free speech. The conversation focused on the importance of understanding and enforcing rules consistently regardless of political perspectives shared at events (i.e., the policy is content neutral). Questions were posed about speech that is protected but may create a hostile working environment for some members of the community. Additional issues were events or protests that disrupt the mission of the university. It was unequivocally stated that people have a right to protest on campus, but that events could not disrupt teaching and learning. We faculty members have academic freedom to teach and invite speakers related to our courses and Student Learning Outcomes (SLOs), but once an event is open to the public it must go through the TPM review. Members of DEIA-CCC reiterated that 60 days was too long to wait for approval for an event, and examples of events that had to be canceled due to this length of time were shared, while guests in the discussion shared that time was needed for University Police to assess safety concerns for potential events open to the public. Our CFA representative also stated that CFA needed to be consulted with the CSULB addendum to the CSU-wide TPM. Throughout the civil discussion, it became clear that there remains confusion about the specifics of the TPM policy on our campus, and greater clarity is needed.

2. Possibilities for Truth, Racial Healing, and Transformation (TRHT)

The DEIA-CCC hosted Catherine Ward, the Chief of Operations for the Division of Academic Affairs. The goal of TRHT is to establish a fully-funded and staffed center in LA1-203 so that the university can enact the WASC recommendation to explore and address systemic racism on campus. This was discussed in the context of the current federal administration's February 14th 'Dear colleague' letter, which attempts to delegitimize identity-grounded equity work in education at all levels. The DEIA-CCC learned about the community-building circle efforts, TRHT toolkit, and challenges to this work in the current landscape. Members of DEIA-CCC asserted that our committee aligns with and can support the work of TRHT, and suggested that DEIA-CCC be seen as a space through which some of the foundational building work can be done to both disseminate information about TRHT initiatives and grow this important work. Dr. Ward shared copies of the book *Strengthening Campus Communities Through the Truth, Racial Healing, and Transformation Framework* with interested members of the DEIA-CCC.

3. Concerns related to DEIA structures within the university

A recurring theme in conversations amongst DEIA-CCC members has been confusion about our committee's role in university-wide DEIA structures and initiatives. Our charge clearly states that our collective goal is to "promote a responsive, equitable & inclusive campus community that fosters a sense of belonging and an institutional capacity for equity in all its forms" and that "the DEIA-CCC works with Academic Senate, the Office of Multicultural Affairs [now the Office of Belonging and Inclusion], the Offices of the Provost and the President, and other campus partners to a) review campus policies and to b) evaluate how campus, local, state, and federal decisions impact equity and diversity at CSULB." However, we do not have a clear place in the President's DEIA Collaborative structure. In the 2023-2024 Academic Year, our former chair Shae Miller served as a liaison between the DEIA Collaborative and the DEIA-CCC. We attempted to repeat this approach but were unable to find anyone on our Academic Senate committee to serve in this role. The DEIA-CCC Chair Noah Golden simultaneously served on the President's Equity and Change Commission (PECC), and attempted to relay information back and forth from the commission and the AS committee.

4. HERI Survey and related efforts

When members of the DEIA-CCC inquired as to whether there would be funding for a current HERI survey, we learned that there would not be time/funding for committee members to conduct, analyze, or write up recommendations from a current survey. Further, the university (via the DEIA Collaborative) has contracted an external consultant to conduct listening sessions and make recommendations regarding DEIA initiatives.

Diversity, Equity, Inclusion and Accessibility Campus Climate Committee (DEIA-CCC) Recommendations

1. **Re: the Time, Place and Manner policy CSULB addendum.** DEIA-CCC has two recommendations regarding the Time, Place and Manner policy CSULB addendum. First, the DEIA-CCC recommends that the CSULB addendum to the TPM policy shorten the length of time for campus events to be approved while maintaining content neutral approaches that balance the mission of the university with campus safety and free speech rights.

It is also clear that much confusion around the TPM policy remains. Thus, the second DEIA-CCC recommendation is that Academic Senate and ASI be viewed as the appropriate spaces through which to clarify the processes and goals of the Time, Place and Manner (TPM) policy, and to counter the widespread perception that TPM exists to limit the speech and teaching possibilities for members of the broader campus community.

2. **Re: Truth, Racial Healing, and Transformation.** The DEIA-CCC appreciates the funding challenges to establishing a center related to TRHT on our campus, and the difficulties that arise in the current political climate. While the funding challenges are not likely to change in the near future, the DEIA-CCC recommends leveraging existing resources on our campus to further the goals of the TRHT. Specifically, the DEIA-CCC can serve as a space to highlight trainings, community-building circles, and disseminate

information across many units on our campus. The DEIA-CCC can also recommend faculty, staff, and students doing aligned work who can contribute to campus-wide efforts to establish TRHT while campus leaders continue to seek funding for staffing and the founding of a dedicated center.

3. **Re: Challenges connecting with the DEIA Collaborative and President's Equity and Change Commission (and related structures and programs on campus).** The DEIA-CCC recommends that voting members of the DEIA-CCC also simultaneously serve on the DEIA Collaborative and PECC. These voting members can bring issues to the DEIA Collaborative and PECC from the DEIA-CCC and also report back on initiatives and discussions in these spaces. As noted in the 2023-2024 DEIA-CCC report, there is a need for clear and ongoing communication across these structures given their similar goals. This communication can also foster greater awareness of programs and initiatives across the campus.
4. **Re: HERI Survey and related efforts.** The previous DEIA-CCC annual report recommended conducting the HERI survey every 5-7 years. This year's committee also makes this recommendation, but we suggest that this survey be conducted and data from it be analyzed by an external entity, as is common practice in Higher Education campus climate work.

The DEIA recommends that following the collection and analysis of data (whether from the HERI survey or from DEIA consultant services, such as the findings submitted by Dr. Damon A. Williams' consultant service) that dedicated funding be made available (as budget allows) for members of the DEIA-CCC and other bodies with similar goals (e.g., the PECC, or the DEIA Collaborative) to deliberate and suggest specific strategies, programs, policies, or structures to address issues raised by the findings.