



CALIFORNIA STATE UNIVERSITY, LONG BEACH

LGBTQIA+ CAMPUS CLIMATE COMMITTEE (LGBTQIA+ CCC)

Committee Agenda
Friday, March 11, 2022
Via Zoom, 12:00-1:00pm

<https://csulb.zoom.us/j/88933009316>

- Call to Order
- Larissa Hamada introduces Siobhan Cullen, new OED director
- Approval of Agenda
- Approval of Minutes: CLGBTIQ+CC Minutes from 2/11/22

- Old Business
 - Committee name change: success!
 - Safe Zone collaboration
 - QTFSA Affinity Group Update
 - Website: N. Torres & L. Jensen
 - New url: csulb.edu/LGBTQIA/
 - New email: LGBTQIA-CCC@csulb.edu
 - Lauren Jensen – update on Lavender Graduation 2022?
 - LGBTQIA+ Cultural Welcome (Wednesday, March 9)

- New Business
 - Instagram Collaboration: N. Torres and P. Castro
 - Our committee was a co-signer on a recent email to President Conoley (see below)
 - Request for a guest speaker:
 - Hello! I am a professor in the College of Education. I would like to invite a guest speaker from the LGBTQIA group at CSULB to my class. I teach a course for future teachers that focus on human diversity. My course meets on Tuesdays (two sections) on -campus on alternate weeks. Please let me know if it is possible for this semester. Thanks.
Dr. Jyotsna Pattnaik <Jyotsna.Pattnaik@csulb.edu>
 - Continue discussion of action item from our AY 2020-21 Annual Report
 - *Advocate for a board made up of one representative from all gender- and sexuality-affiliated committees and groups on campus (e.g., this committee, WGEC, the LGBTQIA+ student resource center, the affinity group forming, TAC, Safe Zone, Housing – LGTQIA+ housing, ASI,*

WGSS, WGSA, PCSW, Q&A, Library, TEA, CAPS, OMA, Dean of Students Office) to share strategies, best practices, and to coordinate campus efforts about LGBTQIA+-related trainings on campus.

- Are there any constituencies not listed here who should be?
- Announcements
 - **March 11** LGTBQ+ Resource Center AD Candidate - Brenden Thomas Cashatt
 - Student Open Forum Date/Time: March 11, 2022 at 3:00 PM
 - Staff and Faculty Open Forum Date/Time: March 11, 2022 at 4:00 PM
 - Join Zoom Meeting: <https://csulb.zoom.us/j/83881493438>
 - Please contact Dr. Norma Salcedo at Norma.Salcedo@csulb.edu if you have any questions.
 - Announcements from Lauren Jensen
 - Queers and Allies is now [Queer Students' Alliance](#)
 - Some students felt stigmatized by being referred to as queers vs queer students
 - Students also wanted to center queer experiences
 - Rainbow Cafe is meeting in person in the Multicultural Center (Mondays 3:30-5pm)
 - 10 students came this week & 15 last week; the turnout is much bigger compared to Zoom
 - Multiple students have expressed having a hard time finding it. If possible, could someone describe where the MCC is during the meeting in case anyone is ever referring a student to Rainbow Cafe?
 - TAC events
 - [Cruising the Capacious](#): Trans Studies Symposium
 - March 18th 10 – 3pm (online)
 - [Registration Link](#)
 - [Girls Like Us: Exploring Trans Feminist Herstory](#)
 - March 23, 2022 – 3:30pm (online)
 - BeachBoard – Does everyone have access?
 - Rainbow Café (Dr. Jensen) – see flier below; other CAPS info posted to BeachBoard
 - LGBTQ listserv is maintained by Kirstyn Y. S. Chun, Psy.D. from CAPS • k.chun@csulb.edu
- Adjournment

CLGBTIQ+CC Meeting Dates

Spring 2022

April 8

May 13

Dear President Jane Conoley,

California State University Long Beach (CSULB) is home to a diverse student body that calls CSULB their home. Although we continue to award a significant number of bachelor's degrees to students of color (Diversity Issues in Higher Ed, "Top 100 Degree Producers"), we fall short when we do not make a commitment as a campus to provide quality long-standing mental health programming and collaborative community-based services.

The Division of Student Affairs (DSA) has received \$1.9 million of recurring funds from the State for Student Mental Health. The DSA is proposing to hire five full-time temporary counselors and two temporary part-time counselors. While we (LFSA, BFSA, APIN, and QTFS) applaud the proposal to hire more support for the Counseling and Psychological Services, we request that the university makes a commitment to hiring five tenure-track faculty, instead of temporary hires, and hiring five more over the next five years. Student academic success and their well-being are of paramount importance and the reason for this letter.

CSULB students have been underserved because of insufficient personnel at CAPS. Unfortunately, the ongoing pandemic has exacerbated the need and demand for mental health services (Kreidler, 2022). Our students deserve comprehensive mental health services provided by tenured psychologists who make a career-long commitment to our students and campus community. Even though the university has received an increased amount of funds over the years to hire more psychologists, rather than replacing our retired, or in the process of retiring, tenured psychologists, DSA is choosing to hire temporary psychologists in their place. To be clear, tenure density at CAPS has decreased by 60%. In Academic Year 2015-2016, CAPS had 90% tenure track/tenured (TT/T) counselor faculty compared to Academic Year 2021-2022 when TT/T counselor faculty rates dropped to 30%. Data shows how this greatly impacts the retention and success of our CSULB students.

Tenured faculty develop preventative and early intervention programs, which help reduce individual visits related to chronic trauma. They also develop intentional collaborative programming targeting mental fitness, academic tenacity, faculty development, and ally programs, such as Latina Connection Conference, SisterFriends support group, Human Relations Summit, Distressed Student Handbook, and Not Alone at the Beach. These highly successful programs and collaborative efforts emerged from CAPS TT/T faculty using research to inform programming. Even though temporary hires value the development of relationships and long-standing campus partnerships, they lack the time and longevity to develop sustainable partnerships and programs. Connections tenured faculty build over time provide a safety net as well as a community-centered approach that benefits all our students. When the campus does not invest in tenure track positions, students most disproportionately affected by the lack of sense of community and support programs include first-generation students, students of color, and Pell Grant-eligible students.

Tenure density appears to be deliberately eroding. The last time a counselor faculty was hired into a tenure track position was in 2013. In the past 18 years, CAPS has lost over 29 temporary faculty compared to 2 tenure-track faculty. However, temporary positions often keep some of the most qualified applicants from applying because it only offers one- or three-year contracts. Many

end up leaving for higher-paying positions and greater job security. With most CAPS Faculty now being temporary, there is a revolving door of entry-level counselors, who require ongoing training. CAPS is not a professional training program for counselors. These temporary hires may offer our students a temporary sense of security but leaving after one or two years is very disruptive for students' sense of belonging, community, and mental health support.

In addition, if the university is truly committed to progress in terms of equity and inclusion, tenured faculty of color should be hired to increase the representation and cultural competency among our faculty. These faculty of color will help better serve the community and be role models. The trend noted in the 2016 TIAA Institute report finds faculty diversity among counselors has increased in the last twenty years, but not among tenure-track faculty (TIAA Institute, 2016).

Our students of color deserve counselors who look like them and are committed to supporting their mental health for the duration of their degrees. By hiring counselors from underrepresented backgrounds as temporary, CSULB only reinforces the existing disparities within institutions of higher education (American Federation of Teachers 2010; TIAA Institute 2016). This falls short of true progress in terms of equity and inclusion.

CSULB can demonstrate a commitment to quality mental health care by first increasing the tenure density and second increasing the number of counseling faculty of color. We want to continue this conversation and collaborate to provide our students access to the resources that empower them to fulfill their academic and career goals.

Sincerely Affinity Groups,

Latinx Faculty and Staff Association (LFSA), Co-Chairs: Ruth Piker and Lorena Romero

Black Faculty and Staff Association (BFSA), Co-Chairs: Shelly Collins and M. Keith Claybrook

Queer and Trans Faculty and Staff Association (QTFSA), Chair, Shae Miller

Asian and Pacific Islander Network (APIN), Co-Chairs: Linda Espana-Maram and Art Medina

Supported by:

Trans Empowerment and Advocacy (TEA), Chair, Sky Na

LGBTQIA+ Campus Climate Committee, Chair, Joshua Palkki

Trans Advocacy Coalition (TAC), Co-Directors, Kathryn Perkins and Shae Miller