

PRESIDENT'S

# *Equity & Change*

**COMMISSION**

TOWN HALL

*Where We Started / Where We Are Headed*

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# WHY THE COMMISSION WAS CREATED...

The President's Equity & Change Commission (PECC) was created out of a need to not only achieve inclusive excellence in our community and culture, but also to **interrogate, disrupt, and transform systemic inequities throughout the university.** The Commission integrates diversity, equity, and educational inclusion into the fabric of our institutional operations, knowledge creation, student engagement, and collegial relationships; **bringing forth actionable recommendations for change.**

# MISSION

The Mission of the President's Commission on Equity and Change is to serve in an advisory capacity to the President to provide and support opportunities for every campus constituency to:

- Understand and value the cultural assets that all of us bring to educational experiences;
- Embrace and participate in policies of institutional change relating to racial and social justice as well as continuous improvement to better meet the needs of everyone in our learning community;
- Build high-quality learning opportunities by ensuring equitable access to effective educational practices;
- Maintain a welcoming and empowering campus climate for all students, faculty members, staff and alumni.

# WHO WE ARE

☐ **Commissioners:** <https://www.csulb.edu/office-of-the-president/presidents-equity-change-commission/commissioners>

☐ **Network Members:** <https://www.csulb.edu/office-of-the-president/presidents-equity-change-commission/network>

# WHERE WE STARTED...

Open process for applying to be a commissioner leading to recruiting and appointing an equitable and diverse PECC membership

## USC Equity Now

- Where are we headed...  
(STRATEGIC PLAN) Understanding Key Terms
- Avoiding Racial Equity Detours
- Leveraging Racial Equity Data
- Taking Action for Racial Equity Now

# WHAT WE'VE ACCOMPLISHED...

- ❑ Creating/Engaging an equitable and diverse extended Network of advocates
- ❑ Creating an Employee Affinity Group (EAG) Involvement Policy (effective 7/1/21)
- ❑ Creating an Employee Affinity Group (EAG) Recognition Policy
- ❑ Investigating the equity of student scholarship processes
- ❑ Ensuring equitable communication of open staff positions via Human Resources and Divisional regular campus communications/newsletters.
- ❑ The new Faculty Award for Excellence in Equity, Diversity and Inclusion through the Academic Sensate

# WHERE ARE WE HEADED... (STRATEGIC PLAN)

CSULB renews the campus's commitment to equity and change. This is a commitment that lies at the heart of CSULB's mission to enrich the lives of its students and its surrounding community through globally informed, high impact educational experiences with superior teaching, research, creative activity, and collaboratively effective actions for the public good.

# WHERE ARE WE HEADED... (STRATEGIC PLAN)

PECC's strategic plan reinforces Beach 2030's Five Priorities of:

- ❑ **Engage All Students:** Prepare students for their journeys to success in a fast-changing world with a rapidly shifting economy and labor market.
- ❑ **Expand Access:** Commit to students' socioeconomic mobility by removing barriers to higher education.
- ❑ **Promote Intellectual Achievement:** Rigor, relevance, and data-informed decision making are hallmarks of our campus community.
- ❑ **Build Community:** Support a compassionate community that is characterized by a strong sense of belonging and shared governance with shared responsibility.
- ❑ **Cultivate Resilience:** Implement innovative, entrepreneurial, and forward-looking actions to strengthen the institution and support the aspirations of community members.



# WHERE ARE WE HEADED... (STRATEGIC PLAN)

PECC seeks to increase equity across the university and its various constituent groups: students, staff and faculty by establishing the following goals with specific actions to be identified on an annual basis:

- ❑ Cultivate a sustainable and equitable community, through **changing institutional structures and implementing educational programs** where members from all backgrounds, identities, abilities, and life experiences are welcomed, valued, and supported by an **anti-racist campus climate**.
- ❑ **Enhance the effectiveness of the curriculum, educational programs, and equitable support services** with regard to diversity and equity.
- ❑ **Improve recruitment, retention, matriculation and graduation rates of students whose identities are underrepresented, marginalized and/or under-resourced in higher education in general, and CSU Long Beach in particular.**
- ❑ **Increase the diversity of faculty, staff and administrators through** innovative recruitment, hiring and retention practices to better reflect the diverse identities and experiences represented in our student population and the larger community in which we are embedded.

# WHERE ARE WE HEADED... (STRATEGIC PLAN)

## GUIDED TERMS

<https://www.csulb.edu/office-of-the-president/presidents-equity-change-commission/mission-strategic-plan>

# WHERE ARE WE HEADED... (STRATEGIC PLAN)

**PROVIDE THE PRESIDENT ACTIONABLE GUIDANCE AND  
RECOMMENDATIONS ON THE FOLLOWING:**

President's Equity & Action Report

Students

Faculty

University-Wide

Staff

Community (Off-Campus)



# **WHERE ARE WE HEADED... (YOUR VOICES)**

**BREAKOUT GROUPS  
(SHARE OUTS)**



*"Solidarity is not the same as support. To experience solidarity, we must have a community of interests, shared beliefs and goals around which to unite, to build... Support can be occasional. **Solidarity requires sustained, ongoing commitment.**" - bell hooks*

