

PHASE II FOCUSED CONVERSATION

Data Findings
+
Emerging Themes



STANDING IN OUR VALUES SUBGROUP

Today's Team



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KAITLYN OROZCO

AS Vice President & COO

CONSULTANTS: **Alejandra Fregozo** (Grad Student Alumnus and Campus Scholarships Coordinator), **Ellen Jarosz** (Head of Special Collections and Archives), **Gregg Knotts** (Chair + Professor, Elementary Education), **Freddie Sánchez** (Interim Assistant Vice President of Student Affairs, Equity & Inclusion), **Heidi Schumacher** (Director, GRAD Center and Lecturer, English, Gender and Women's Studies, and Queer Studies).

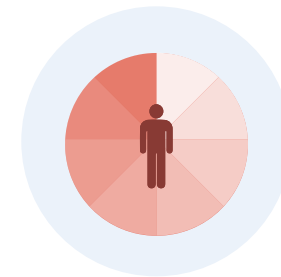
WWW.CSUN.EDU/PROVOST/ROAD-MAP-FUTURE-COMMITTEE

Conversational Values



Respect

Acknowledge one another as equals in this space. Address any power dynamics. Be respectful of preferred gender pronouns.



Experience

Speak from your own experience, practice self-awareness. Be generous with each other and mindful of your impact on others.



Time

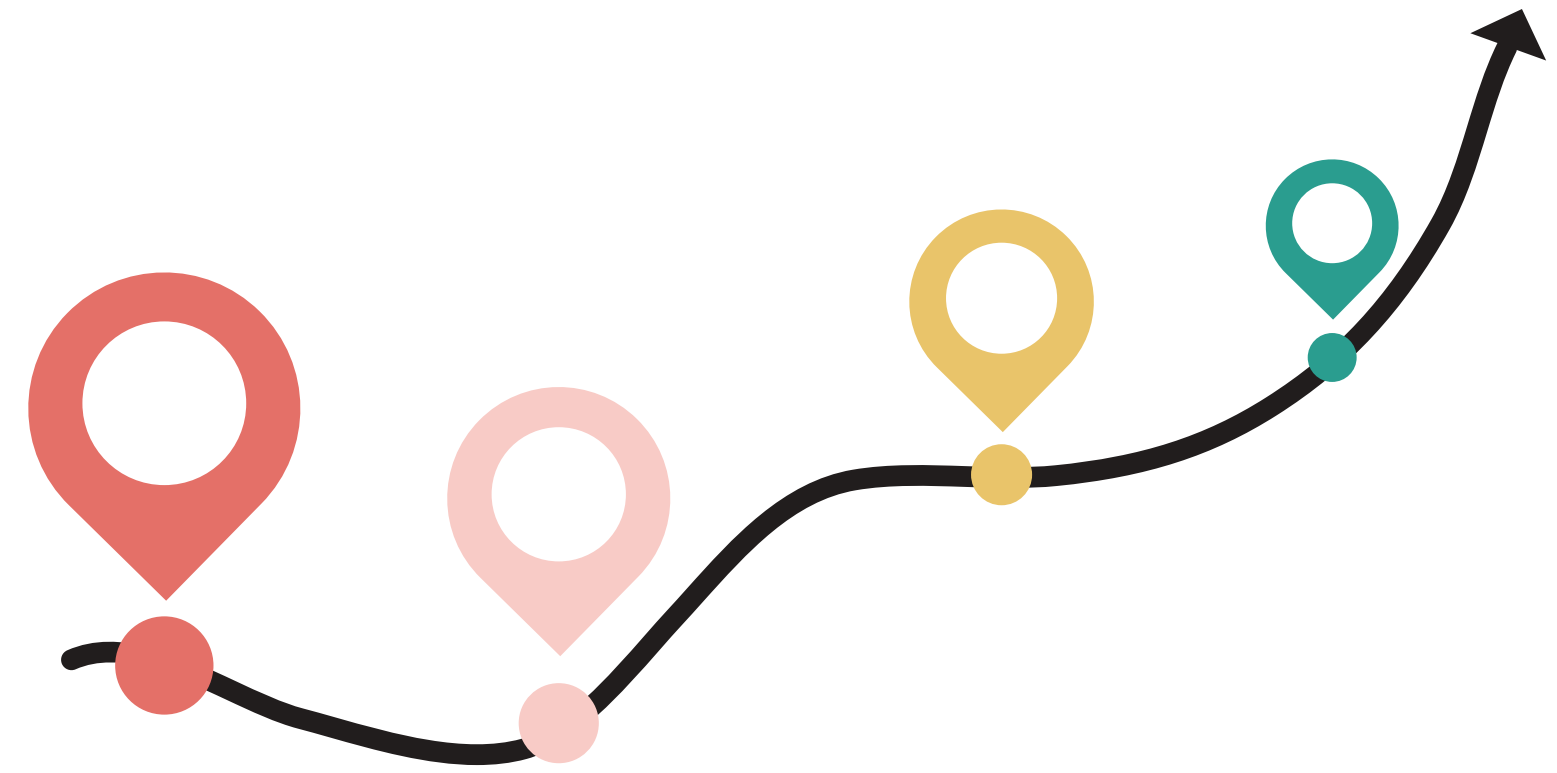
Be mindful of time so that all have time to share their perspectives.



Stay Open

Stay open and curious about learning from one another. Recognize that no one knows everything, but together we know a lot.

Road Map to the Future Timeline



FALL '21

Steering Committee met to design engagement process

JAN 2022

Launch of community engagement efforts

FEB 2022

Focused Conversations & Surveys

MAR 2022

Focused Conversations & Surveys

NOW

Analyze data collected, Present draft findings

MAY 2022

Town Hall to present final Strategic Directions

Why Now?

It's Time

We must prioritize equity, inclusion, and justice for all members of our community.

It is our **collective** responsibility to create a campus culture that embodies our **core values**.

Strategy

We need an institutional strategy that puts our core values into practice.

Our Goal



Strategic Directions

Will lead to prioritizing efforts necessary in order to carry out institutional change.



Institutional Change

Focus on institutional-level systems, elements of our campus culture that implicitly or explicitly perpetuate inequities.



Accountability

Hold the institution and its leaders accountable for implementing this change.

Our Focused Conversations Approach

Workshop

Workshop what we heard and learned so that it is most reflective of our collective vision.

Re-Engage

Re-engage the campus community to help prioritize our highest strategic directions.

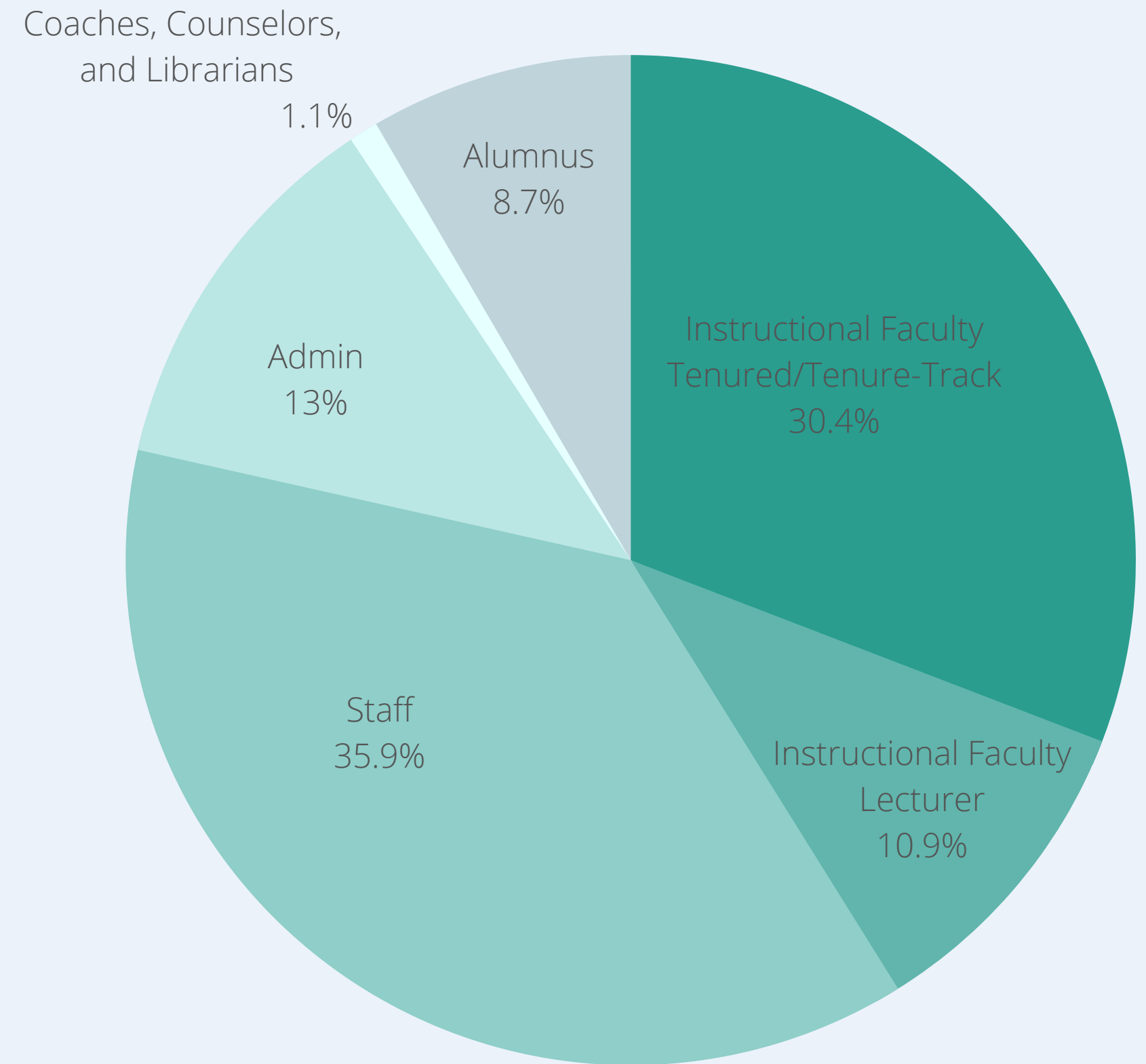
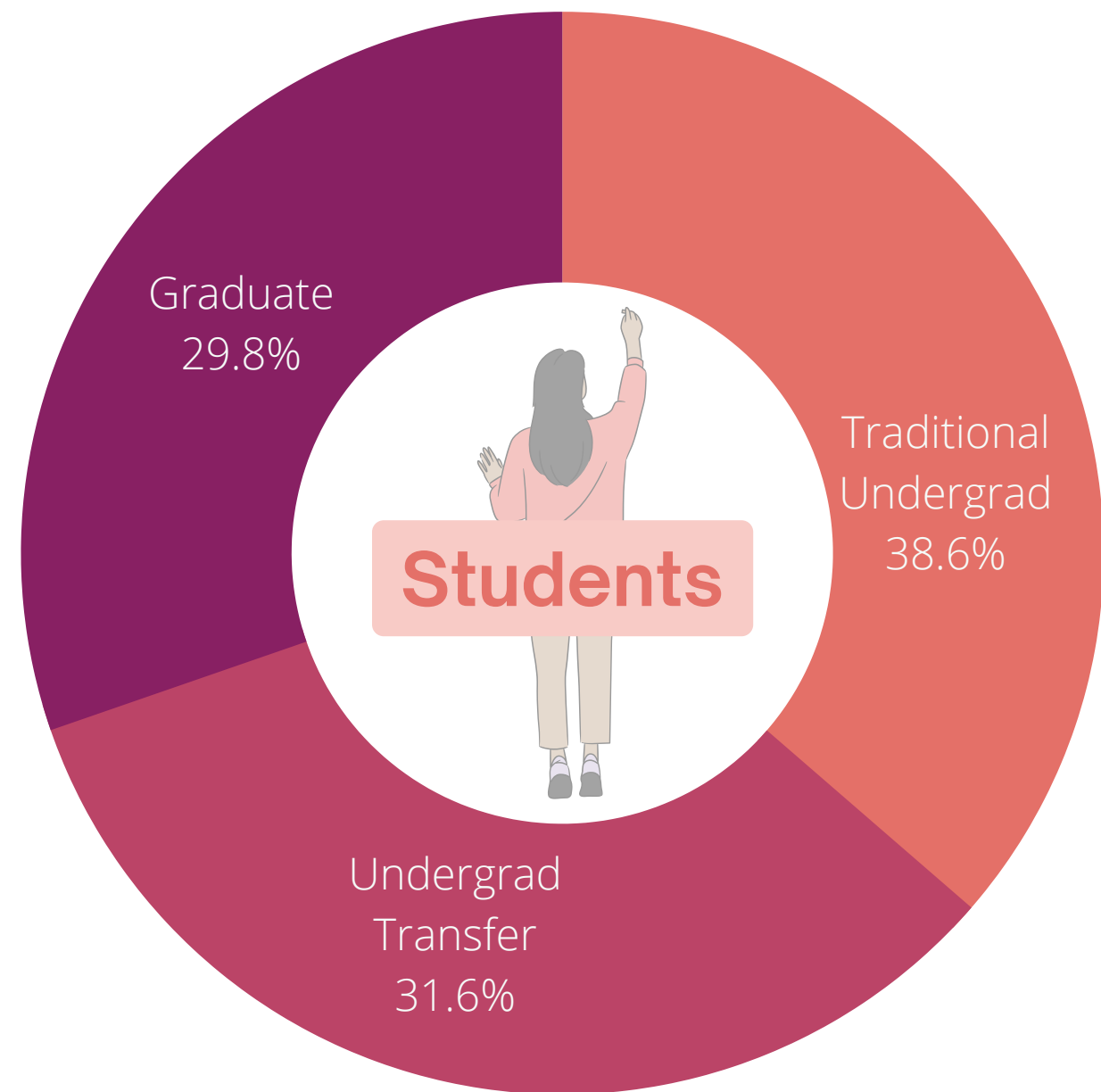
Report

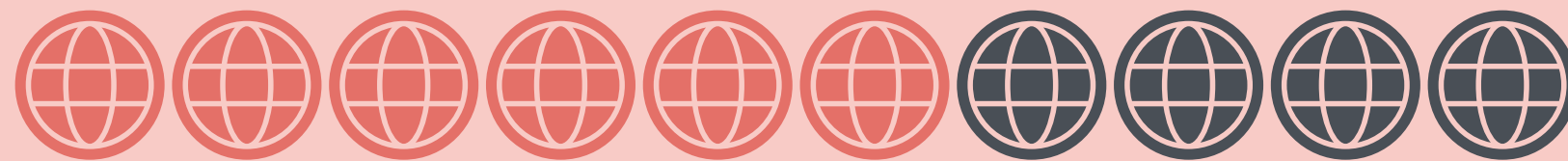
The process concludes with reporting out to the campus community our final strategic directions.



Survey Demographics

200 Total Responses (so far)

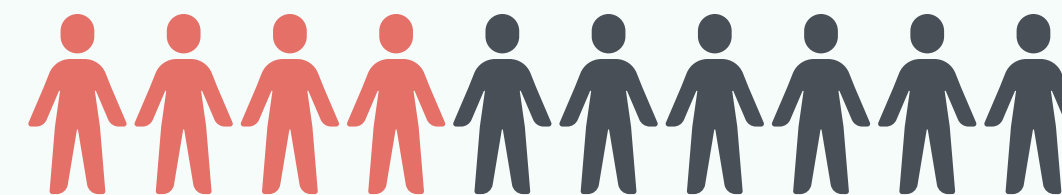




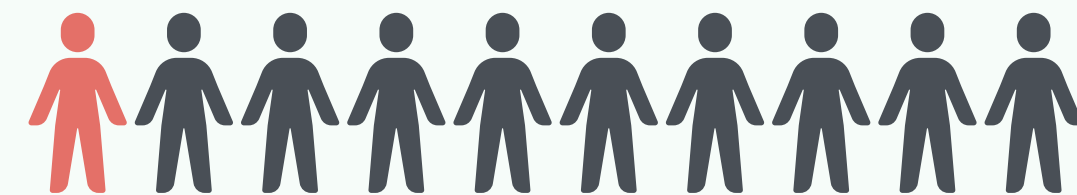
Over 60% of respondents did not identify as white.



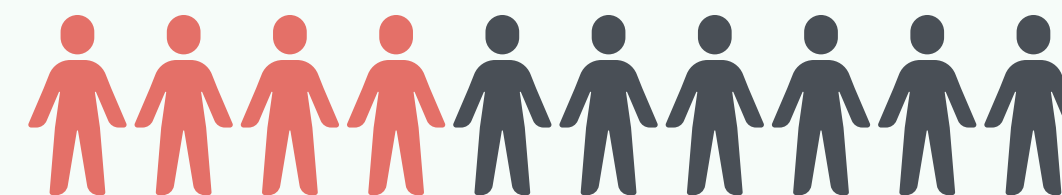
65% of survey respondents identified as women.



36% identified as Latinx/a/o.



10% identified as Asian/Pacific Islander.



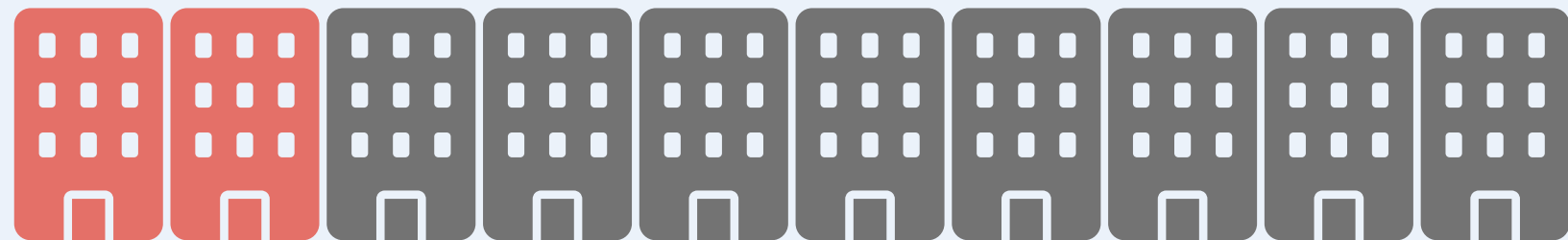
8% identified as African/African American/Black.



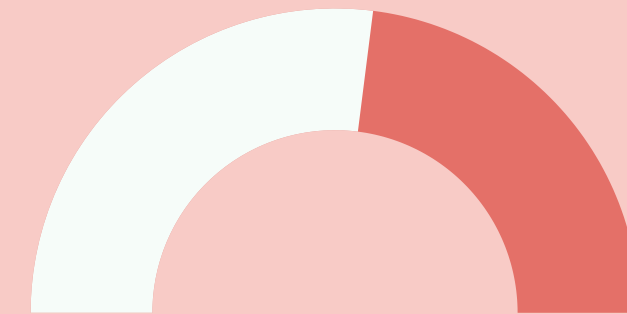
Over 55% of student survey respondents identify as First Gen.



50% of faculty and academic leaders identify as First Gen.

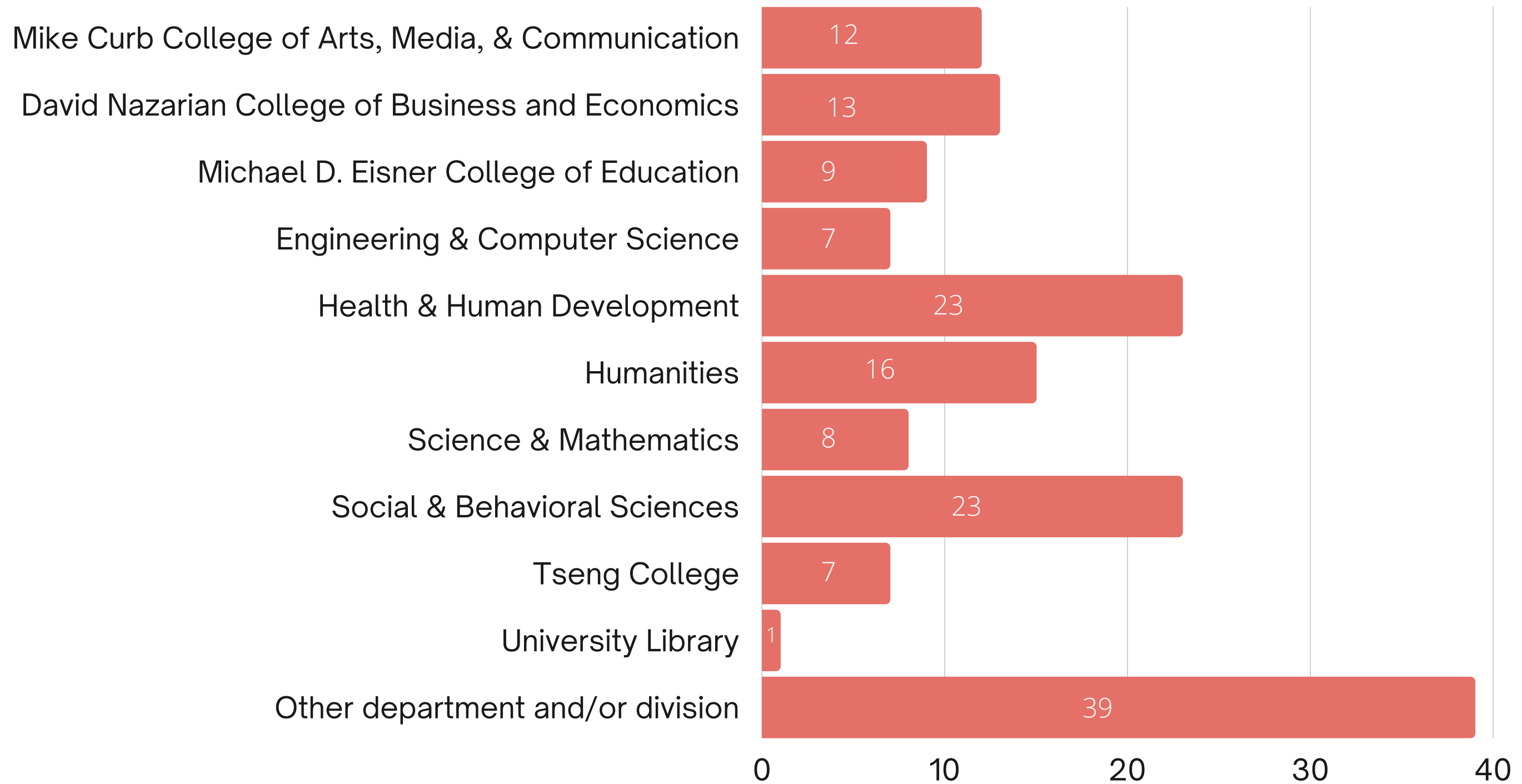


Roughly 14% reported a close connection to incarceration.

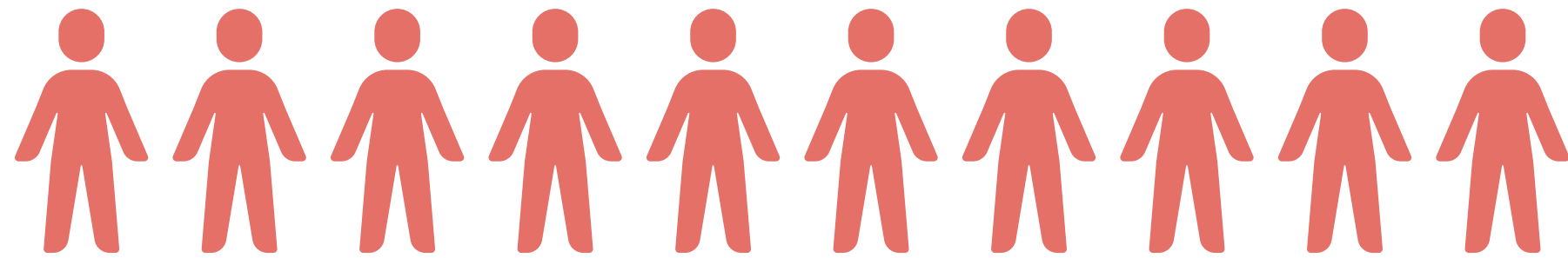


Over 54% balance their role on campus with caretaking responsibilities.

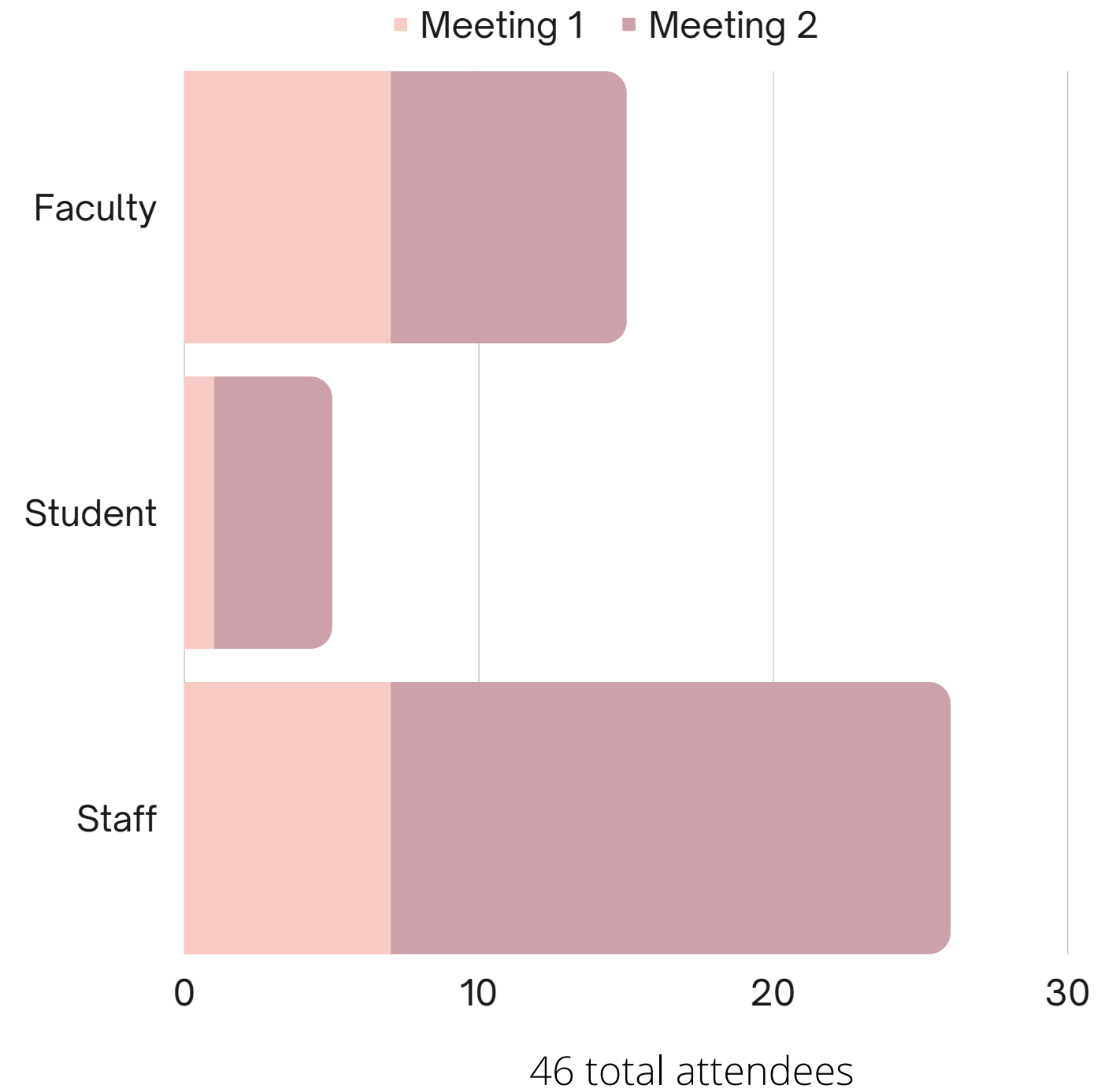
Campus Affiliations



Phase I Focused Conversation Participants



10 Meetings with Campus Stakeholder
Groups

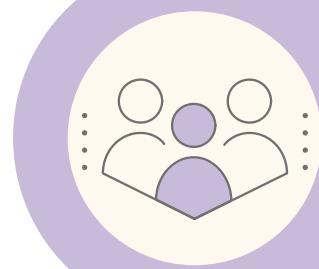


Emerging Themes



Honor History and Reconciliation

Campus-wide acknowledgment, education, and celebration to honor the historical legacies of social justice efforts on our campus. Building on these legacies by embedding our history in our everyday culture for a more equitable and just future.



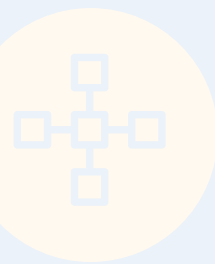
Promote Inclusive Communication and JEDI Values

Foster a campus community that centers on open dialogue and regularly solicits feedback in order to build trust. Recognize the value of every CSUN community member by promoting group norms to center our core equity values in our communication and engagement across differences.



Cultivate an Equity-Mindset and Care-First Approach

Cultivate an equity mindset to empower student voices and agency across the university and imbed a care-first approach in all that we do to serve our CSUN community and leverage institutional strengths, MSI identity, and cultural assets to promote a sense of belonging.



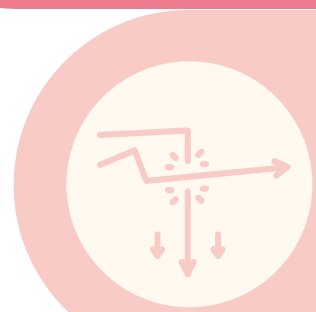
Advance a JEDI Institutional Strategy

Develop a collective understanding of and commitment to our core equity values as a personal and institutional responsibility. Act with urgency to operationalize our core values and build an equity infrastructure to align institutional initiatives to our institutional goals.



Ensure Accountability and Continuous Improvement

Create an assessment infrastructure to hold campus entities and leadership accountable for examining data, assessing practice, and taking leadership to advance equity goals.



Disrupt Systemic Inequities

Apply an equity lens to policies, practices, and programs to investigate and interrogate systemic inequities experienced by students, staff, and faculty and use disaggregated data to ideate and innovate equity-centered solutions.

ACTION

Campus-wide acknowledgment, education, and celebration to honor the historical legacies of social justice efforts on our campus

GROWTH

Building on these legacies by embedding our history in our everyday culture for a more equitable and just future

PRIORITIES

Honor History & Reconciliation

OPPORTUNITY

Cross-campus collaborations that highlight CSUN's rich history with social justice and elevate our rich cultural assets

CHALLENGES

Building intentional synergistic efforts to reach all divisions of campus and reinforcing that JEDI work is not optional

ACTION

Foster a campus community that centers on open dialogue and regularly solicits feedback in order to build trust

GROWTH

Put our values into practice through transparency and consultation to engage diverse stakeholders

**Promote Inclusive
Communication and
JEDI Values**

OPPORTUNITY

Recognize the value of every CSUN community member by promoting group norms to center our core equity values in our communication and engagement across differences

CHALLENGES

Building a culture of consistent, effective, and inclusive communication across campus

ACTION

Cultivate an equity mindset to empower student voices and agency across the university and imbed a care-first approach in all that we do to serve our CSUN community and leverage institutional strengths, MSI identity, and cultural assets to promote a sense of belonging

GROWTH

A deliberate shift away from deficit thinking about our students and employees, applying an asset-based lens and recognizing the community cultural wealth of our richly diverse campus community

Cultivate an Equity-Mindset and Care-First Approach

OPPORTUNITY

Implement a cross-divisional approach, leveraging synergistic JEDI efforts to close equity gaps for students and better meet employee needs

CHALLENGES

What do we know about the students we serve and what do we know about our MSI identity? Resources needed to cultivate an equity-mindset and care-first approach

ACTION

Develop shared definitions for our core equity values for campus-wide use and implementation. Act with urgency to operationalize our core values and build an equity infrastructure to align institutional initiatives to our institutional goals

GROWTH

Create synergies, and seize opportunities to involve diverse stakeholders in reform or planning efforts to evolve our institutional culture, structures, and practices to be equity advancing

**Advance a JEDI
Institutional Strategy**

OPPORTUNITY

Centralized support for JEDI education, awareness, and professional development

CHALLENGES

Frame JEDI as an institutional imperative for all, and elevate these values and commitments in our mission statement and campus-wide operations

ACTION

Create an equity-centered assessment infrastructure to hold campus entities and leadership accountable for examining data, assessing practice, and taking leadership to advance equity goals.

GROWTH

Create an environment conducive to engaging leadership in campus-wide conversations about the meaning and implications of data for continuous improvement and widespread commitment to and capacity for data-informed decision making.

Ensure Accountability and Continuous Improvement

OPPORTUNITY

Promote a culture of setting clear measures of accountability and success indicators for institutional goals and priorities. Engage in regular equity data review cycles for continuous improvement to inform our perspectives and move people to action.

CHALLENGES

Plan for data use, not just data collection to advance structural equity. Transparent and consistent use of evidence and equity-centered questions to assess and improve policies, programs, practices, and services.

ACTION

Apply an equity lens to policies, practices, and programs to investigate and interrogate systemic inequities experienced by students, staff, and faculty and use disaggregated data to ideate and innovate equity-centered solutions

GROWTH

Create student equity gap analytics, including expanded data visualization and functionality, to explore intersectionality and disaggregate data to reveal hidden patterns of inequity

Disrupt Systemic Inequities

OPPORTUNITY

Establish an Equity Action Inquiry Team to advance structural equity by examining and addressing institutional barriers that perpetuate inequities for students, faculty, staff, and administrators

CHALLENGES

A lot of data, yet a very fragmented and distrustful data culture with major limitations for exploring intersectionality.

Strategic Directions (or goals) are meant to encompass broad areas of focus.

After reviewing what was shared, what do you think is missing?

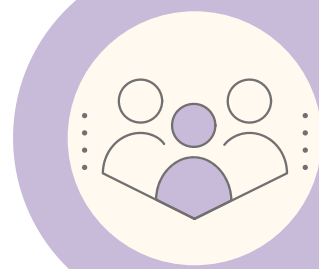
Reflecting on what you observed from today's presentation and discussion, how would you rank in order of importance the emerging themes?

Emerging Themes



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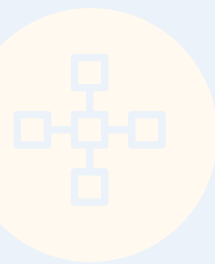
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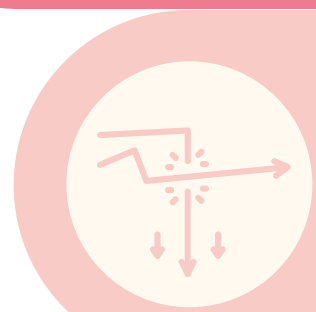
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Stay Informed

Surveys will remain live until **April 15**

Further Focused Conversation Dates/Times

www.csun.edu/provost/road-map-future

Attend our Town Hall on **May 11**