PHASE II FOCUSED CONVERSATION

Data Findings + Emerging Themes

Standing in Our Values
Equity ★ Inclusion ★ Justice
STANDING IN OUR VALUES SUBGROUP

Today's Team

AMANDA QUINTERO
Special Assistant to the President for Inclusive Excellence

MELISA GALVÁN
Associate Professor, Chicana/o Studies
Coordinator, CSU PREPP Program
Coordinator, GRAD Center Faculty Mentoring Programs

ELENA MIRANDA
Professor, Geology
Co-Director, Equity and Compliance for Faculty Recruitment & Retention

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.

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

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)

Students
- Graduate: 29.8%
- Traditional Undergrad: 38.6%
- Undergrad Transfer: 31.6%
- Undergrad: 38.6%
- Transfer: 31.6%
- Graduate: 29.8%

Staff
- Instructional Faculty Tenured/Tenure-Track: 30.4%
- Instructional Faculty Lecturer: 10.9%
- Staff: 35.9%
- Admin: 13%
- Alumnus: 8.7%
- Coaches, Counselors, and Librarians: 1.1%

Instructional Faculty Tenured/Tenure-Track: 30.4%
Instructional Faculty Lecturer: 10.9%
Staff: 35.9%
Admin: 13%
Alumnus: 8.7%
Coaches, Counselors, and Librarians: 1.1%
65% of survey respondents identified as women.

Over 60% of respondents did not identify as white.

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.

Roughly 14% reported a close connection to incarceration.

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

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

- Mike Curb College of Arts, Media, & Communication: 12
- David Nazarian College of Business and Economics: 13
- Michael D. Eisner College of Education: 9
- Engineering & Computer Science: 7
- Health & Human Development: 23
- Humanities: 16
- Science & Mathematics: 8
- Social & Behavioral Sciences: 23
- Tseng College: 7
- University Library: 1
- Other department and/or division: 39
Phase I Focused Conversation Participants

10 Meetings with Campus Stakeholder Groups

- Faculty
- Student
- Staff

46 total attendees
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.
What speaks to you most about these draft emerging themes?
**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.

**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.
Promote Inclusive Communication and JEDI Values

**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

**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
Cultivate an Equity-Mindset and Care-First Approach

**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

**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
Advance a JEDI Institutional Strategy

**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.

**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.
Ensure Accountability and Continuous Improvement

**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.

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

**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.

**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.

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

**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

**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.
Stay Informed

Surveys will remain live until **April 15**

Further Focused Conversation Dates/Times
[www.csun.edu/provost/road-map-future](http://www.csun.edu/provost/road-map-future)

Attend our Town Hall on **May 11**