

## PHASE II FOCUSED CONVERSATION

Data Findings  
+  
Emerging Themes



STANDING IN OUR VALUES SUBGROUP

# Today's Team



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President for Inclusive  
Excellence



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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).

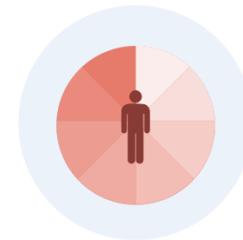
[WWW.CSUN.EDU/PROVOST/ROAD-MAP-FUTURE-COMMITTEE](http://WWW.CSUN.EDU/PROVOST/ROAD-MAP-FUTURE-COMMITTEE)

# 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

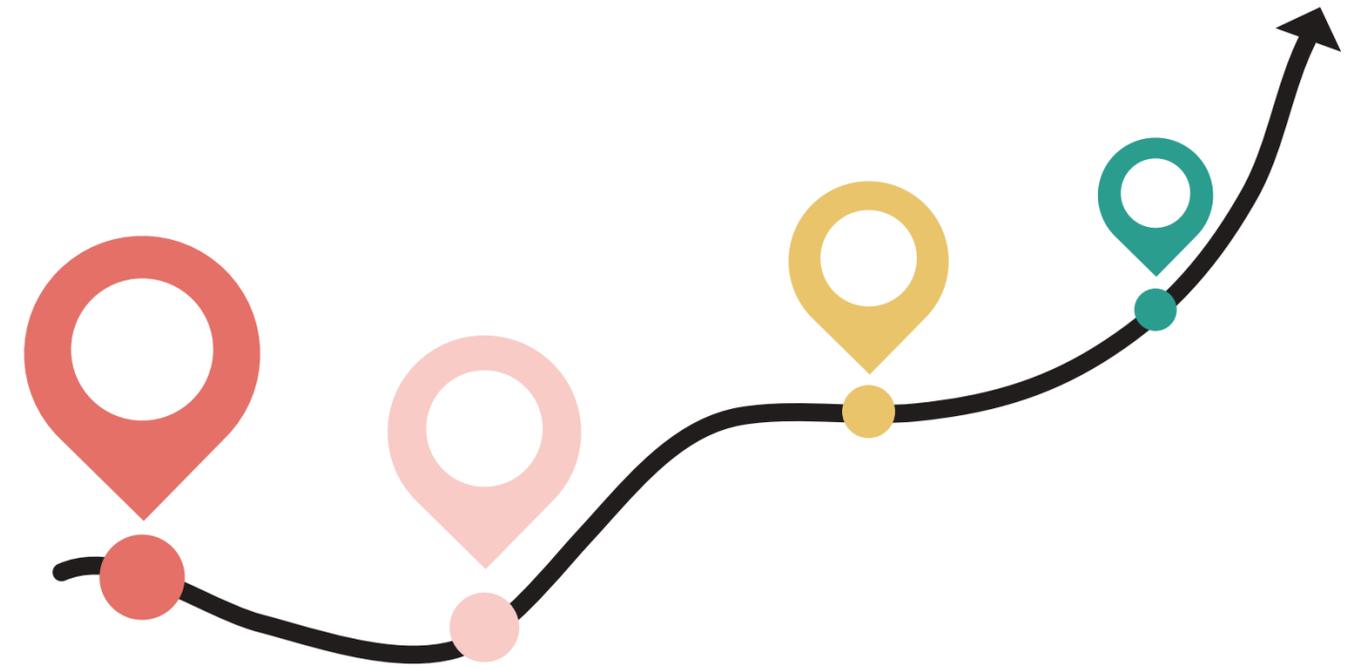
Be mindful of time so that all have time to share their perspectives.



## 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

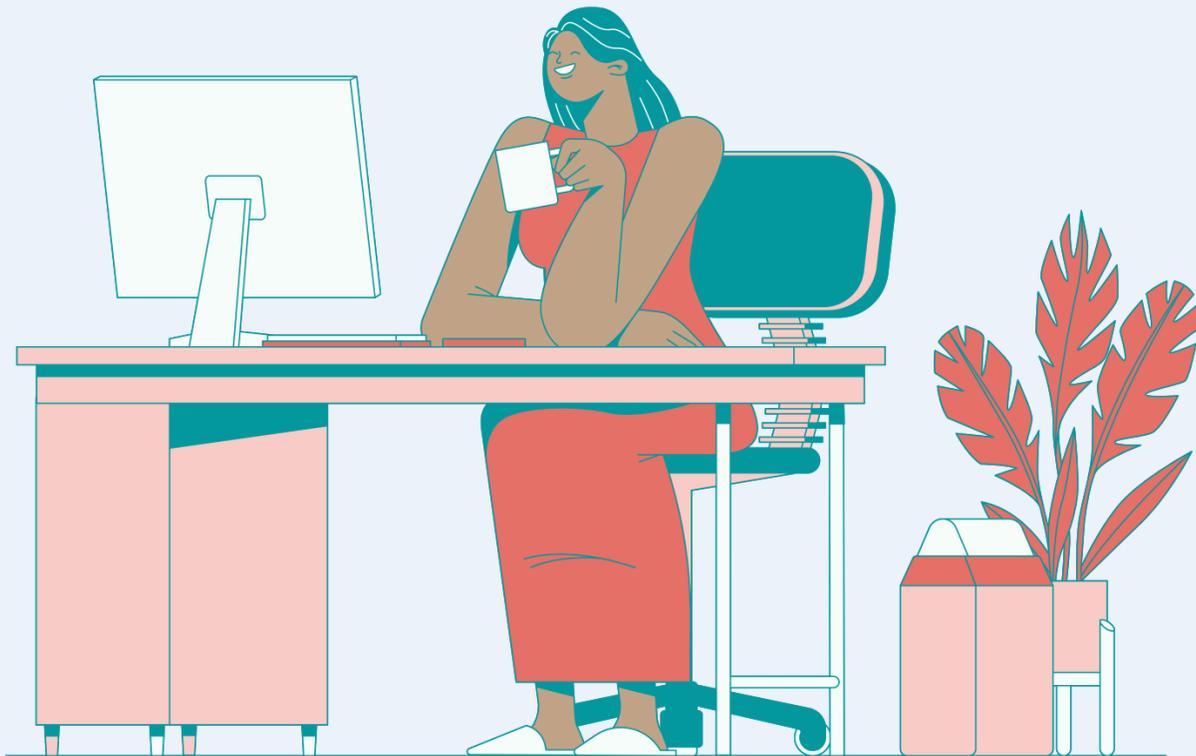
Workshop what we heard and learned so that it is most reflective of our collective vision.

## Re-Engage

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

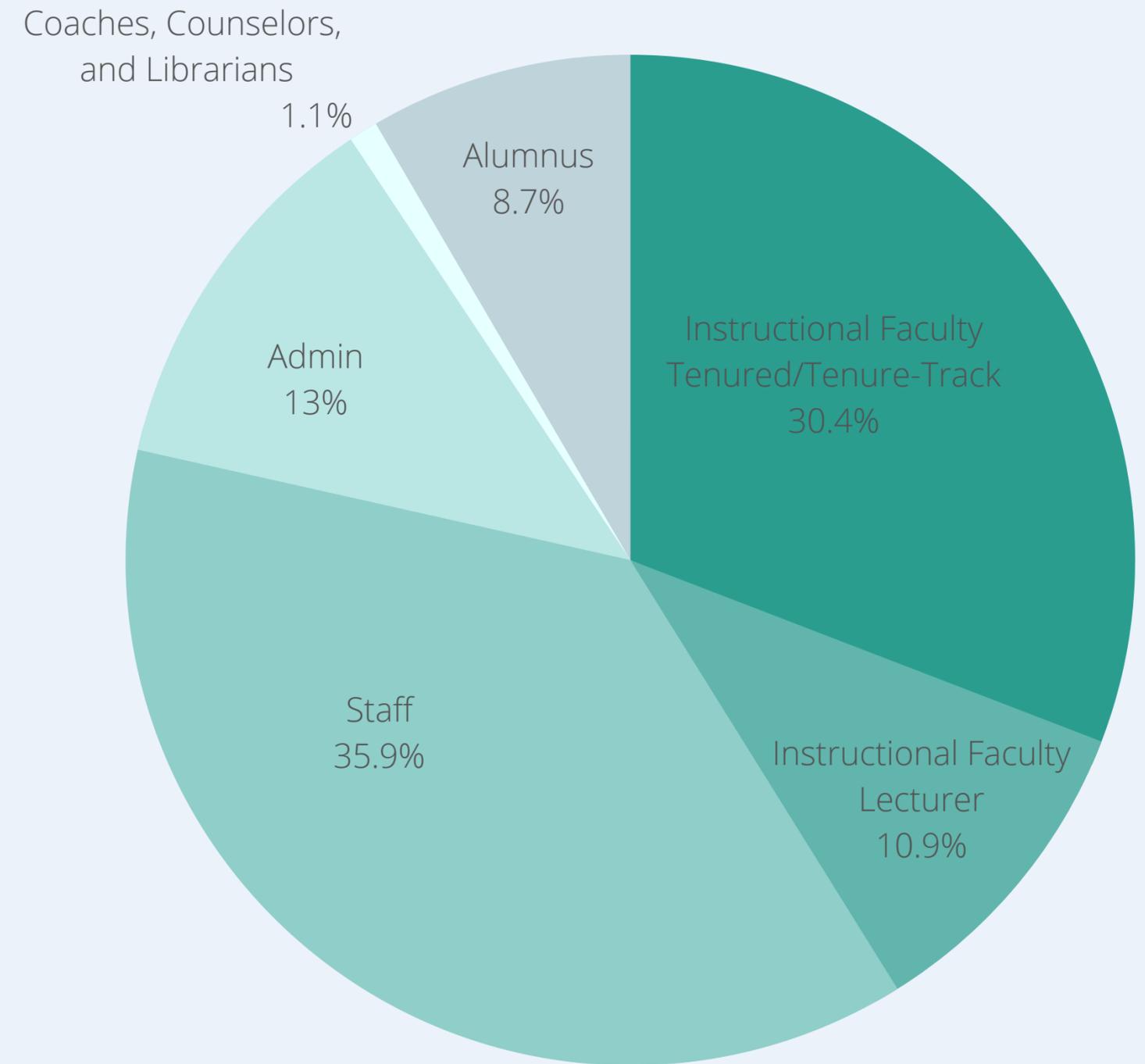
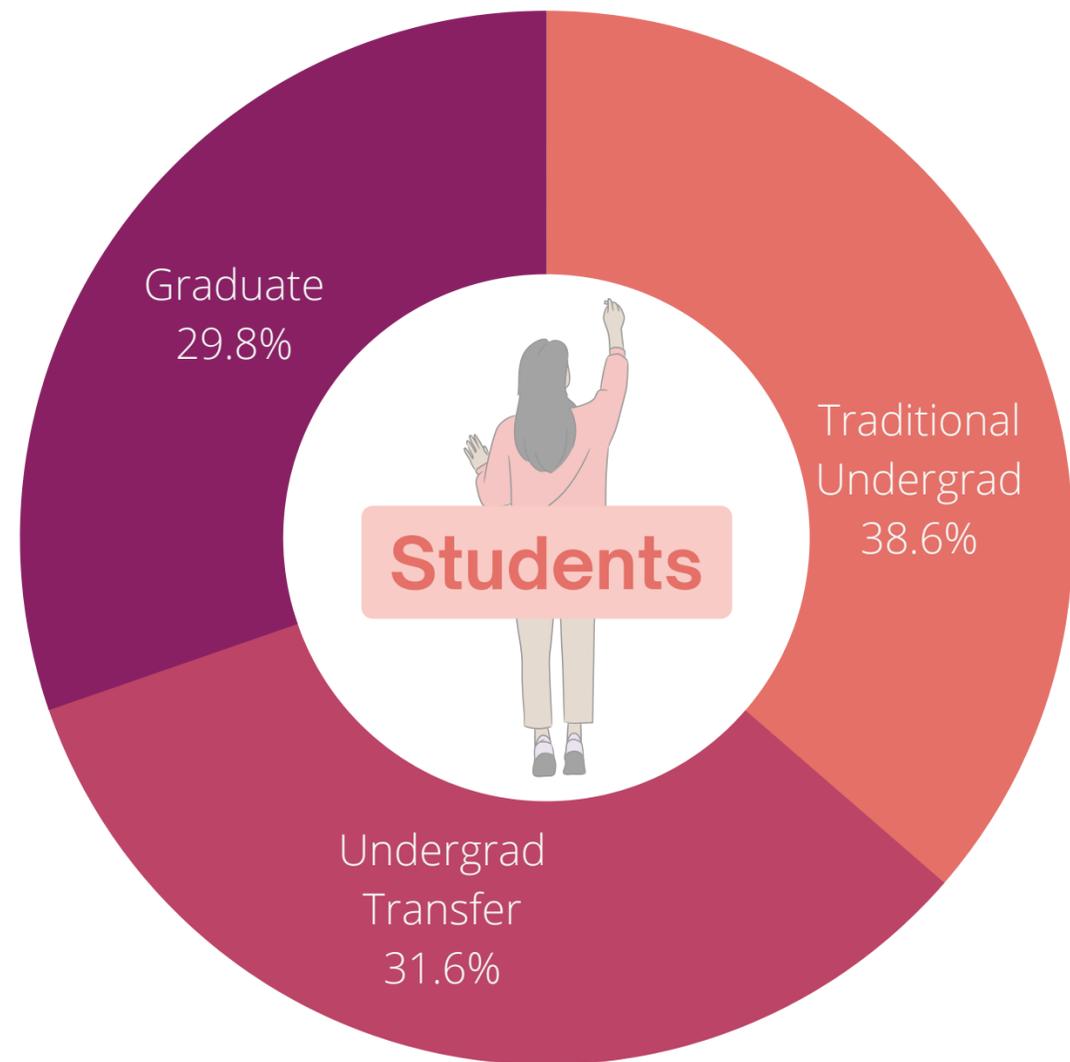
## Report

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



# Survey Demographics

200 Total Responses (so far)





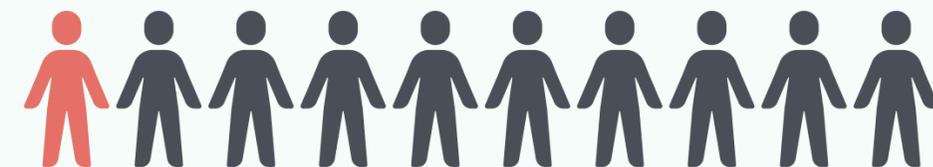
Over 60% of respondents did not identify as white.



65% of survey respondents identified as women.



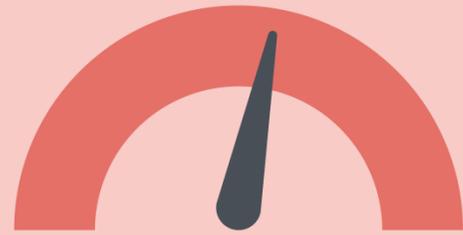
36% identified as Latinx/a/o.



10% identified as Asian/Pacific Islander.



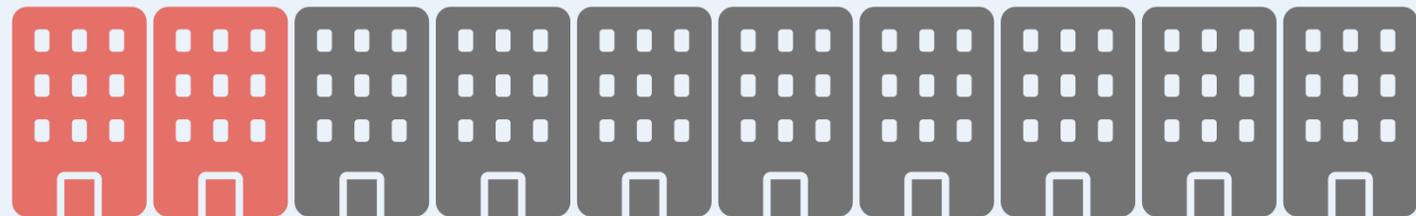
8% identified as African/African American/Black.



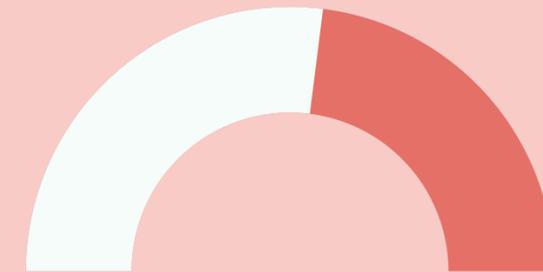
Over 55% of student survey respondents identify as First Gen.



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

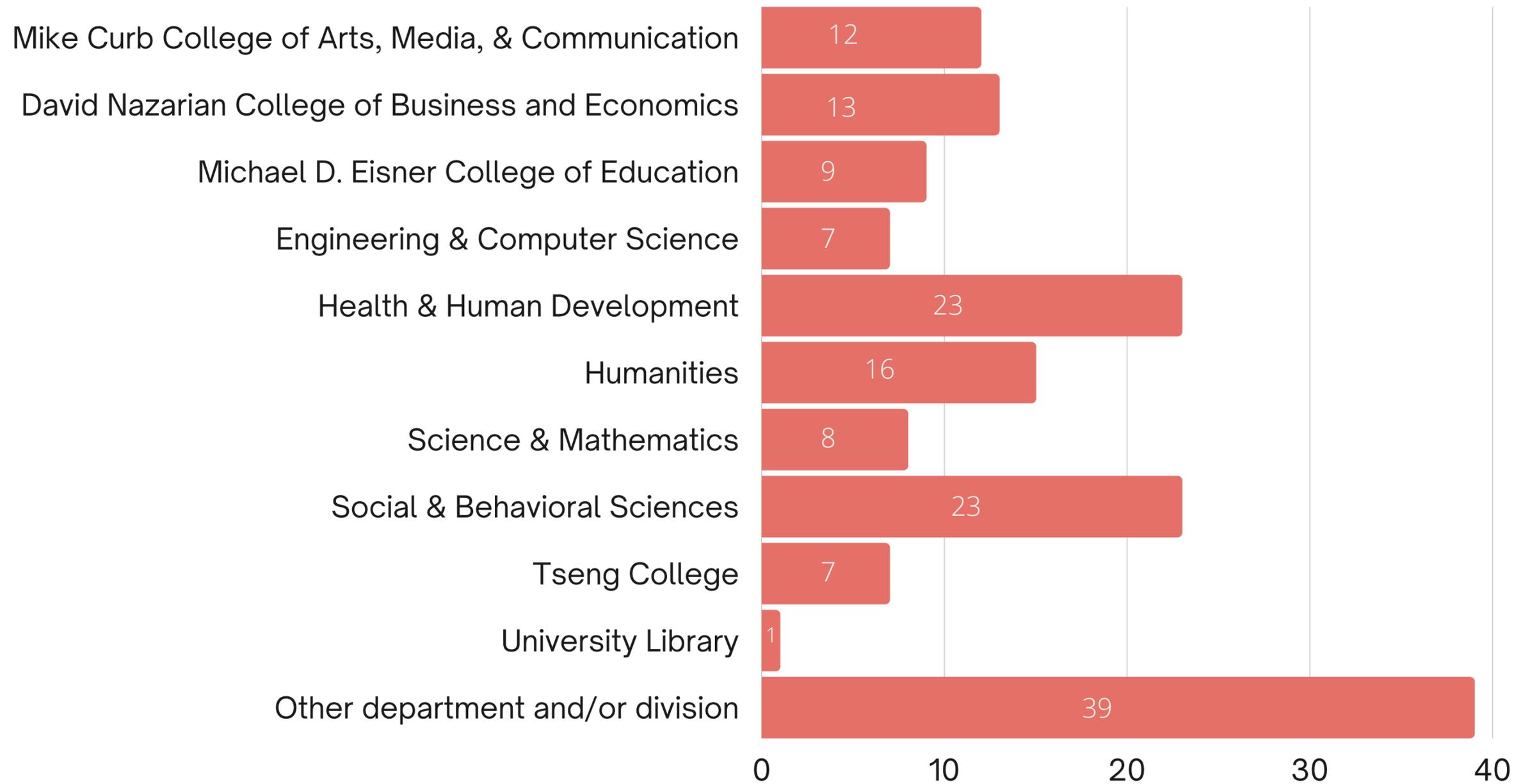


Roughly 14% reported a close connection to incarceration.

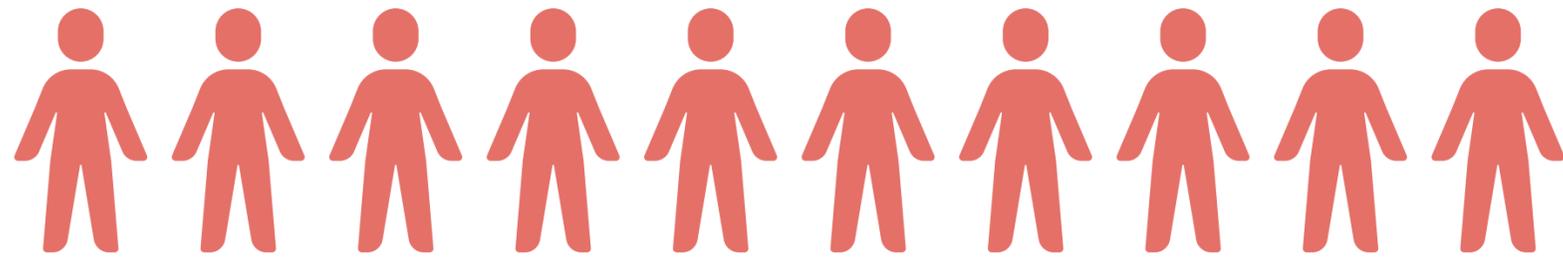


Over 54% balance their role on campus with caretaking responsibilities.

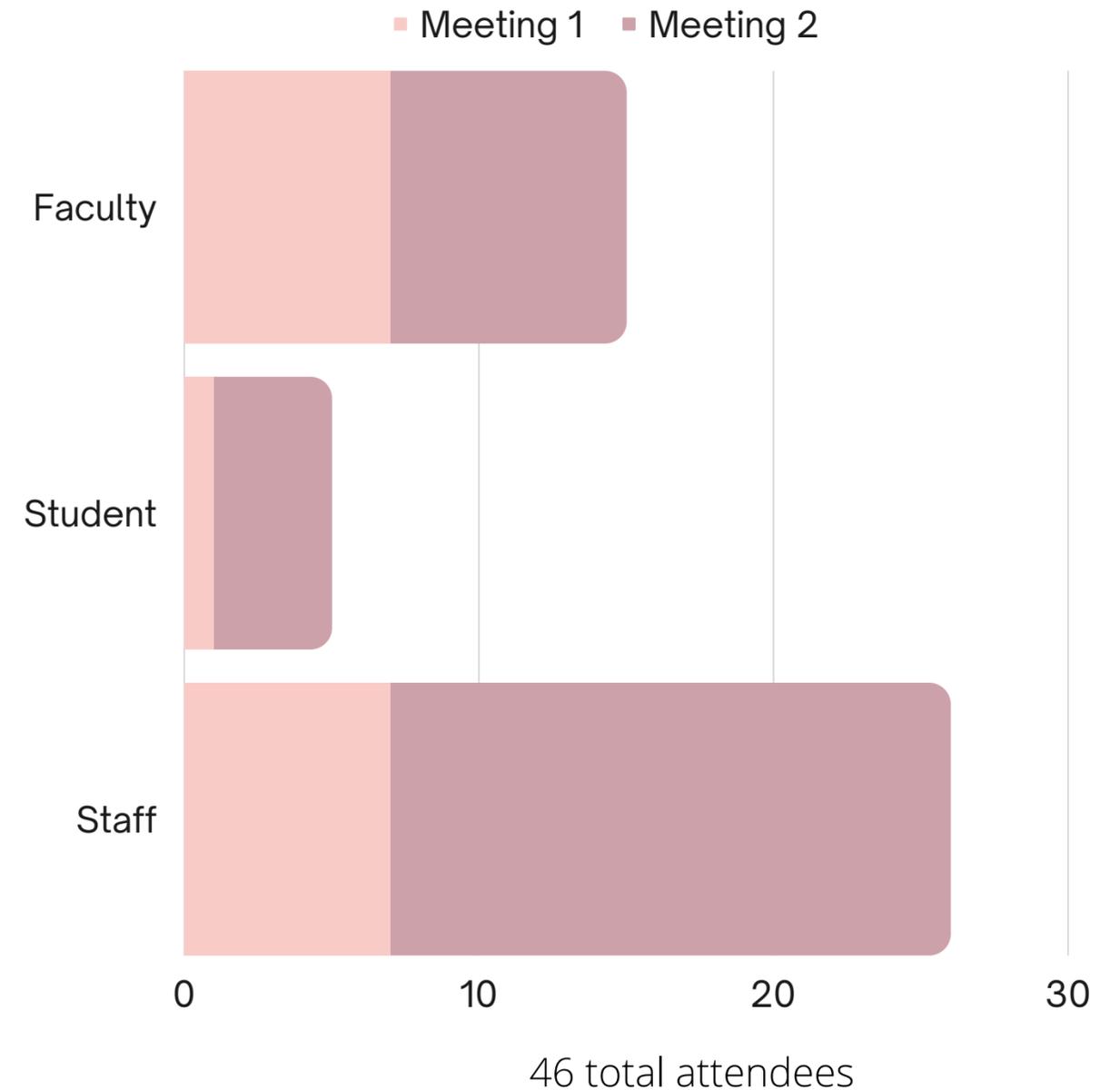
# Campus Affiliations



# 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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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.



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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](http://www.csun.edu/provost/road-map-future)

Attend our Town Hall on **May 11**