



Congratulations Class of 2023

We congratulate all our 2023 CSUSM graduates for their hard work and dedication. We especially want to thank Afomia Abraham, a former lead student assistant in the Office of Inclusive Excellence! We are so proud of you and honored to have been a part of your journey at CSUSM. Your skill and talents have contributed significantly to the office, especially regarding your artistic abilities. We are excited about the great things the future holds for you and wish you great success.



In case you missed it

As stated by Dr. Allen in a university communication email sent on May 17, 2023:

President's Timely Public Incident Response Task Force

Since September, the [Timely Incident Response Task Force](#) has worked together to better understand the needs of our campus community surrounding the communication of timely public incidents of hate. After conducting research into best practices and hosting several listening and dialogue sessions, the task force has finalized a report and you are invited to [review it online](#). As a next step, our [Critical Issues](#) and [Bias Response](#) teams as well as our [Elections and Free Speech Task Force](#) will be charged with working together to implement recommendations.

I want to thank our task force members for their work throughout the year. As we were delving into this work, we learned that many universities are similarly grappling with how best to communicate and move forward when incidents of hate occur on campus. As a result of inviting our system partners into the conversation, we also realize that CSUSM is truly leading the way in this area.

Accelerating Inclusive Excellence – CSUSM DEI Inventory

This past year, in partnership with Dr. Damon Williams and the Center for Strategic Diversity Leadership and Social Innovation, we have mobilized as a campus community around inclusive excellence and the application of an IE framework model (via our [DEI Inventory review](#)). Via an extensive, campuswide inventory of DEI programs and activities, coupled with a series of facilitated listening forums (more than 40 in all), we've taken a real-time snapshot of our DEI capacity and infrastructure.

As we move from IE as a philosophy to an operational framework, supported by our new strategic plan, the Office of Inclusive Excellence (OIE) team will be working with deans, directors and department leaders to incorporate Dr. Williams' key recommendations represented in the [executive summary](#). Once again, I extend my gratitude to our entire campus community for contributing to this critical work.

Administrative Policy Equity Review Committee

Connected to our efforts to elevate DEI as an operational framework, this academic year, OIE sponsored Finance and Administrative Services' launch of the [Administrative Policy Equity Review Committee \(APERC\)](#). This strategic advisory body, created to review all campus administrative policies that are under CSUSM's purview, aligns with Goal 3 of our strategic plan. This core work involves applying an equity lens to the analysis and diagnosis of policy impact on underserved and marginalized groups in the design and implementation of policies. The overall goal of APERC is to identify and eliminate barriers to success for our diverse campus community where possible.

APERC's work during the fall 2022 semester focused on building the foundation and guiding considerations for our work, and this semester shifted to the review of our campus policies, in collaboration with policy owners, beginning with those under the purview of Finance and Administrative Services. To date, APERC has provided equity opportunity recommendations and overall policy improvement opportunities to 18 policies, resulting in 160 opportunities for improvement. Beginning this summer, APERC will review the remaining administrative policies under the purview of all other divisions