

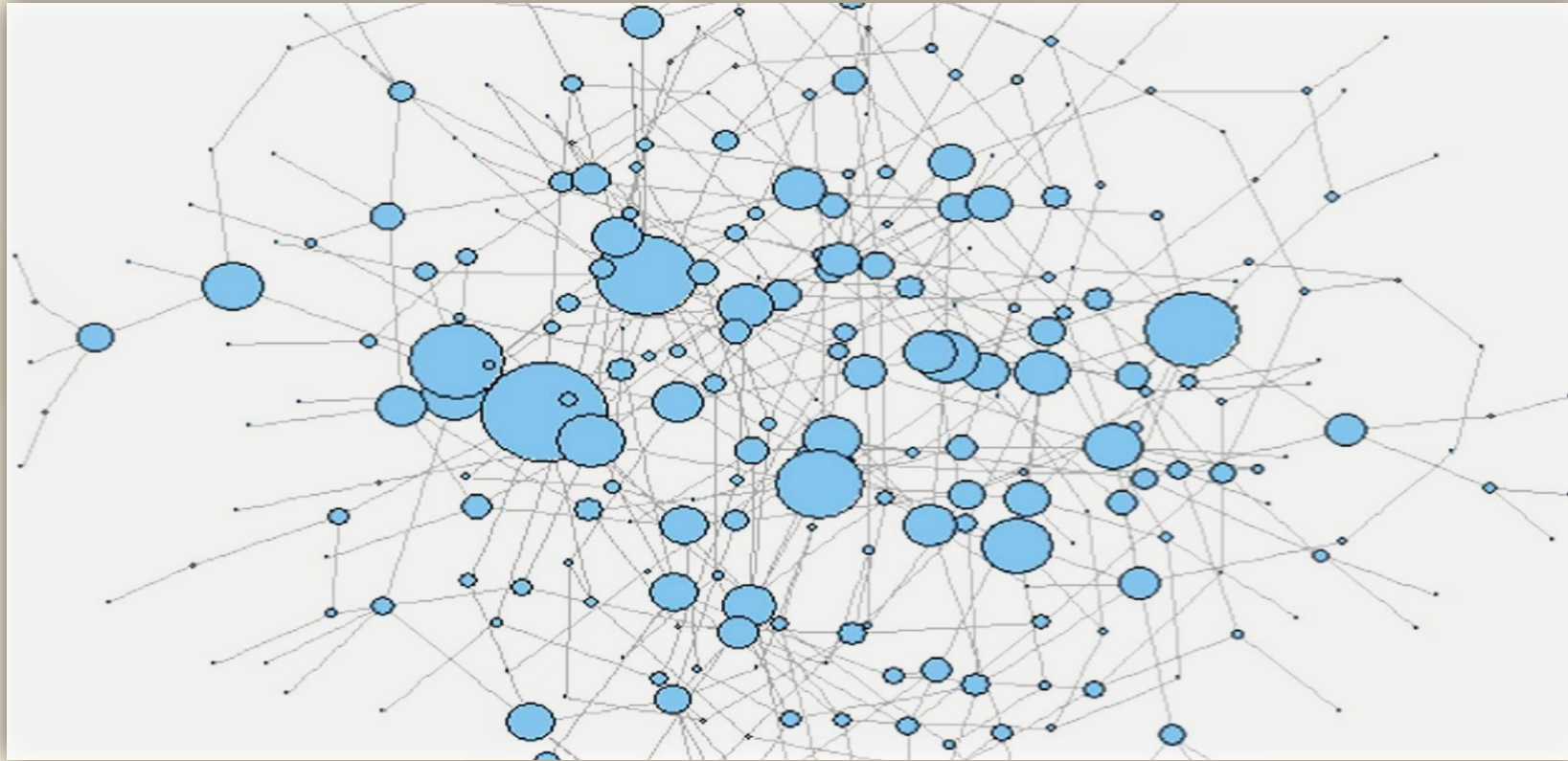
Office of Diversity, Equity, and Inclusion (ODEI)



> Listen ~ Collaborate ~ Transform

ODEI is invested in building communities of care, fostering genuine people-to-people relationships, and cultivating compassionate accountability to achieve individual, mutual, and collective success.

➤ **Dependency, Interdependency, Intersectionality: A Network of Networks**



> ODEI Leadership Team



Pearl Podgorniak
Confidential
Administrative Support



**Dr. Rosamel
Benavides-Garb**
Interim Associate VP &
Campus Diversity Officer

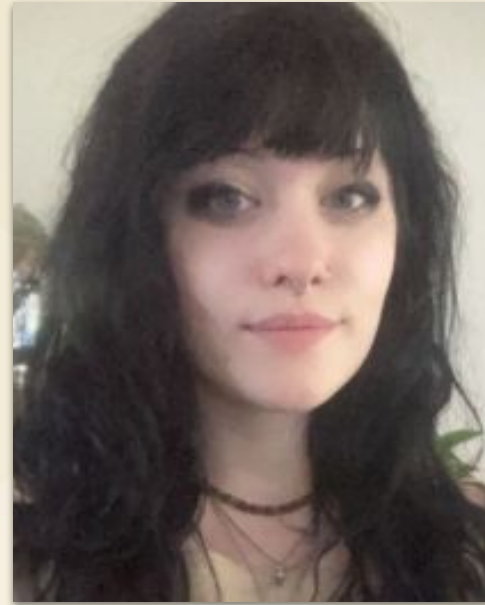


Isaac Torres
Administrative Support
Coordinator

> ODEI Student Fellows



Maxwell Hawk
equity arcata Fellow



Maya Montes De Oca
ODEI Media Student
Fellow

> Faculty Diversity Equity Fellows



**Dr. Benjamin
Graham**
College of Professional
Studies
LGBTQIA+ Fellow

Campus Pride Index



Dr. Jianmin Zhong
College of Natural
Resources & Sciences

*Student Success
Research*



**Dr. Lisa
Bond-Maupin**
College of Arts,
Humanities, & Social
Sciences

*equity arcata Network
Manager*



Dr. Humnath Panta
College of Professional
Studies

*Six Pillars of Inclusive
Excellence*

› ODEI Projects, Initiatives, and Collaborations

Currently:

- **Leading** 14 ODEI-driven projects and initiatives
- **Sponsoring** 17 projects and initiatives
- **Collaborating** with 15 projects and initiatives

Overall, ODEI is involved in **46** projects and initiatives across the university, without counting 20 new emerging initiatives.

➤ ODEI Leading 14 Initiatives

- DEI Professional Development Workshops and Training
 - ODEI Student Fellows
 - *ODEI Pathways* Newsletter
 - equity arcata Student Fellows
 - DEIA Grant Program
 - Faculty Equity Advocate Program
 - Welcome to Humboldt
 - Institutional Anti-Racism Action Plan
 - National Center for Faculty Diversity and Development (NCFDD)
- Faculty Diversity and Equity Fellows
- Six Pillars of Inclusive Excellence
 - Campus Pride Index
 - Student Success Research in Underrepresented Groups
 - equity arcata

› ODEI 17 Sponsorships

ODEI Financially Supports initiatives and programming in whole or part

- Campus Dialogue On Race
- Social Justice Summit
- Latinx Heritage Month
- Kieval Lecture
- Philosophy Forum
- DEIA Grant Program: AY 22/23 12 Grant Program Sponsorships
 - Ghost Net with artist Emily Jung Miller
 - Ka'ila Farrell-Smith Intersections of Activism and Studio Practice
 - UndocuWeek 2023
 - Latinx Heritage Month: Festejando Nuestra Comunidad
 - Disability Justice: Accessibility Book Circles
 - El Leñador News 10-year anniversary
 - Building Library Collection Diversity for STEM Programs
 - Black Graduation: A Rite of Passage at Cal Poly Humboldt
 - 24th Annual International Latino Film Festival 2023
 - "Centering Discarded Voices: Education, Dialogue, and Resisting the Prison Industrial Complex"
 - Disability Justice and Accessibility Keynote/Workshop
 - MMP Presents!: Instruments and history of Mariachi music, a short lecture and performance with Instrument Petting Zoo

➤ 15 ODEI Collaborations

ODEI is a partner and plays a role in the larger delivery of an initiative or program.

- STARS DEI Assessment
- WASC DEI Assessment
- Juneteenth Initiative
- BIPOC Faculty Affinity Circle
- BIPOC Staff Affinity Circle
- HSI/MSI President's Task Force
- HSI Seal of Excelencia
- Inclusive Student Success / GI 2025
- Creando Conciencia
- Place-based Learning Communities
- NACCC - Campus Climate
- Affirmative Action Plan
- Sexual Assault Prevention Committee
- Trans+ Task Force
- University Police Department

➤ ODEI 20 Emerging Initiatives

Through attentive and compassionate listening to students, faculty, staff, administrator, and community leaders, ODEI has identified 20 critical emerging initiatives:

- DEI Professional Development Certificate (w/ CEEGE)
- Accessibility Fellows (Disability, Access, and Compliance)
- Bias Incident Response Team (w/ Cultural Centers)
- BIPOC Student Participation in National Conferences
- Bi-Annual DEI Report
- BIPOC Student Outreach and Recruitment
- Faculty and Staff Candidate Pool Demographic Analysis
- Student Listening Circle
- ODEI Partnership w/ Graduate Coordinator Working Group
- DEI Training & Workshops for Students
- College of the Redwoods Partnership
- Associated Students: Professional Development, Leadership, and equity arcata
- Truth, Racial Healing & Transformation
- Organizational DEI Needs Assessment
- Juneteenth Initiative Fellow
- Develop ODEI Grant-writing Opportunities
- Summer ODEI Faculty/Staff Training Cohort
- Book Clubs
- Center for Anti-Violence and Bystander Intervention
- ODEI Internal Assessment Plan

➤ ODEI Partnerships

ODEI operates within a network of organization on and off campus. All projects, initiatives, and sponsorships are actualized with specific organizations.

Partial list of partner offices, units, and organizations:

- | | |
|---|--|
| <ul style="list-style-type: none">● CSU Chancellor's Office● Office of the President● Office of the Provost● University Senate● City of Arcata● Reese Bullen Gallery● Human Resources● Academic Personnel Services● Center for Teaching and Learning● Office of Institutional Assessment● Institutional Research, Analytics, and Reporting● Office of Advancement● Office of Graduate and Undergraduate Studies● Social Justice, Equity, and Inclusion Center● The Learning Center● Umoja, Center for Pan African Student Excellence | <ul style="list-style-type: none">● Student Disability Resource Center● El Centro Académico Cultural● College of Arts, Humanities, and Social Sciences● Critical Race, Gender, and Sexuality Studies● College of Professional Studies● Native American Studies● College of Extended Education and Global Engagement● College of Natural Resources and Sciences● ITEPP - Native American Center for Academic Excellence● Athletics (SEA)● Library● Biology |
|---|--|

➤ ODEI Bringing People Together

Beyond organizations, ODEI cultivates and nurtures people-to-people relationships. This is partial list of people who intersect with ODEI:

Enoch Hale, James Harris, Fernando Paz, Bethany Gilden, Suzanne Pasztor, Ramona Bell, Joy Finney, Monty Mola, Douglas Smith, Elizabeth Rivera, Shawna Young, Jeanne Wielgus, Stephen Nachtigall, Cassandra Tex, Ben Schaffer, Julie Alderson, Whitney Ogle, Garrett Purchio, Michelle Caisse, Garrick Woods, Karen Diemer (Arcata City Manager), Kenna Kay Hyatt, Sky McKinley, Nate Cacciari-Roy, Patrick Malloy, Meredith Oram, President Tom Jackson, Sherrene Bogle, Kauyumari Sanchez, Mary Smith, Rouhollah Aghasaleh, Breanna Gossi, Lisa Bond-Maupin, Peter Alstone, Jeff Crane, Brandilynn Villarreal, Melanie Zito, Paula Peterson, Kerry Byrne, Isaac Torres, Laura Hahn, Jim Woglom, Loren Cannon, Deb Doel-Hammond, Jianmin Zhong, Rosamel Benavides-Garb, Tim Downs (President's Chief of Staff), Torie Mather, Kimberly Vincent-Layton, Kyle Morgan, Roxann Schroeder, Payton Bell, Su Karl, Frank Herrera, Nancy Perez, Heather Madar, Loren Collins, Jennifer Trowbridge, Pearl Podgorniak, Mary Bockover, Margarita Otero-Diaz, Ava Mark, Jennifer Maguire, Joice Chang, Josh Callahan, Edelmira "Edy" Reynoso (CSU Fullerton, Academic Diversity Officer), Micheal Le, Molly Kresl, Amanda Dinscore, Steven Margell, Carmen Bustos-Works, Maya Montes de Oca, Juan G Guerrero, Amy Sprowles, Michael Moore, Lauren Lynch, Janet Calderon, Delaney Schroeder-Echavarria, Anthony Baker, Kim White, Rachael Gipson, Brittany Britton, Humnath Panta, Brandice Gonzales, Adrienne Colegrove-Raymond (Special Assistant to the President), Marisol Ruiz, Frank Whitlach, Libbi Miller, Jenn Capps (Provost), Maxwell Hawk, Erin Kelly, Anthony Silvaggio, Matthew Johnson, Scott Kasper, Ravin Craig, Stephanie Vick, Janelle Adsit, Dilcie D. Perez (CSU Associate Vice Chancellor for Student Affairs. Equity and Belonging), Jolene Colman (CSU Student Affairs. Equity and Belonging), Jen Celotto, Ben Graham, Berit Potter, Tim Miller, Eric Riggs, Jeff O'Connor, Julian Pelayo Bracamontes, Jennifer Eichstedt, Alfredo Corral, Jeff Kane, Sarah Schaeffer (Mayor of Arcata), Molly Pucillo, Jose Marin Jarrin (Fisheries), Rafael Cuevas Uribe (Fisheries), Brianna Rodriguez, Chelsea Mooney, Leonardo Canez, Sierra Farmer,

➤ **ODEI as an Agent of Change**

The Office of Diversity, Equity, and Inclusion is the university's leading administrative program in building bridges of caring, engaging critical social consciousness, and elevating all community members' sense of belonging, success, and well-being **in service to dismantling structurally oppressive policies and practices, and support the development of equitable policies and practices.** Through compassionate listening and intentional cross-campus and community collaboration, we strive to transform relationships to shape the Humboldt of the future.

> Questions and Discussion

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**Open Door
Policy**