

DIVISION OF EQUITY, INCLUSION, AND COMPLIANCE

Office of the President, CSUB
Annual Report | 2020-2021



The Division of Equity, Inclusion, and Compliance strives to advance CSUB efforts in creating an inclusive, diverse, and equitable campus community.

This annual report provides an overview of the division's efforts over the past year.

MEET THE TEAM

Get to know our staff's history, background, and accomplishments!

CLAUDIA CATOTA, J.D.



Claudia Catota was born and raised in North Hollywood, CA. She received her B.A. in African-American Studies from UCLA, a M.A. in Latin American Studies from Cal State LA, Juris Doctorate from the University of Wisconsin Law School and is currently working on her Doctorate of Education in Urban Leadership at Johns Hopkins University.

Claudia started working for CSUB in September 2013.

In her current position as Chief Diversity Officer & Special Assistant to the President, she provides strategic direction to the university's diversity, equity, and inclusion efforts.

Her proudest accomplishment is moving to Wisconsin to attend law school - a state where she knew no one and left having completed her J.D. and gaining 2 amazing goddaughters as well as some of her closest friends. Claudia describes it as a "truly transformational experience".

One thing about Claudia that many might not know is she has visited 26 countries, her favorite places being: Tikal (Guatemala), Lithuania, and Morocco! Can you tell she loves to travel?

MARCUS BROWN, J.D.



Marcus Brown was born in Louisiana and raised in Houston, Texas. He received his B.A. in Sociology and his Juris Doctorate from Pepperdine University. He is also certified in Alternative Dispute Resolution.

Marcus has been employed with CSUB since 2011, leaving the Department of Athletics when appointed as the current Director of Equity, Inclusion, and Compliance.

He currently assists the division in providing campus-wide leadership and support in matters of diversity, equity, and inclusion. He specifically supervises matters involving Title IX; discrimination, harassment, or retaliation complaints, whistleblower complaints, and ADA compliance.

His proudest accomplishments are creating or assisting in the creation of, opportunities that showcase the diversity, inclusivity, and unity within the campus community.

Marcus recently got into spinning for exercise and got an in-home bike. He loves it! He also collects playing card decks from places he travels, and explains how friends have even brought him some as gifts from their travels around the world.

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JORGE VILLATORO, MPA



Jorge was born and raised in Kern County. He earned his B.A. degree in Justice Administration in 2013, and recently earned his Master's in Public Administration from CSUB.

Jorge has been working for CSUB for over five years.

In his current position as the Equity, Inclusion, and Compliance Specialist, he meets with students who may have concerns regarding Title IX or DHR, coordinates pregnancy accommodation requests, provides logistical support for various events that EIC hosts, creates budget reports for the division, manages the EIC website, and provides support for online Title IX trainings.

Jorge's proudest accomplishments are beating cancer, and earning his Master's in Public Administration.

Jorge is a proud dog dad, a hardcore fan of MASH, a 1970's T.V. series, and has attended the San Diego Comic-Con twice and is looking forward to his third time!

GERARDO BOBADILLA



Gerardo was born and raised in Hawthorne, CA. He came to Bakersfield in 2009 to attend CSUB, and graduated in 2014 with a double major in Criminal Justice and History.

Gerardo started working for CSUB in June 2020.

In his current position as the Office of Violence Against Women (OVV) Project Specialist, he develops sexual violence prevention programming for CSUB and implements culturally sensitive bystander intervention trainings for all students.

His favorite anime show is Legend of Korra. Gerardo had explained his passion for cooking when he was younger but states, "I wanted to be a cook as a child but gave up when I burnt my pancakes." Yum...Who doesn't love burnt pancakes?

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OLIVIA WARREN



Olivia Warren was born in Orange County and raised in Bakersfield, California. She received her B.A. in Global Studies and Business from CSU Monterey Bay and is currently working on obtaining her Master's in Public Administration by December 2021.

She started working for CSUB as the Campus Advocate & Education Coordinator in January, 2020. In her current position, she provides confidential support, offers accompaniment to medical appointments, police interviews, legal meetings, court, and University Title IX meetings, academic advocacy for students, referrals for resources, information about reporting options, and aids with housing concerns, safety planning and restraining orders.

Olivia's proudest accomplishments are giving presentations on preventions for sexual assault, domestic violence, the importance of mental health and services that CSUB provides, in over 20 classes. She created a conference presentation for the nonprofit called SafeBae titled "Lets Talk about #MeToo and #BLM", and participated in Black History Month on campus in an event about Black Mental Health titled *Harambee and Healing: Coming Together as a Community to Provide Support in Challenging Times*.

A couple fun facts about Olivia is that she studied abroad in Mexico City during her time at CSU Monterey Bay and has yet to learn how to ride a bike.

NESRINE ANNAN



Nesrine Annan was born and raised in Bakersfield, California. For her first year of college, she attended San Diego Mesa College and just recently received her B.A. in Communications and a Minor in Psychology with the CSUB graduating class of 2021.

Nesrine started working as a student assistant for the Equity, Inclusion, and Compliance Division in January 2021.

In her current position, as a Student Assistant for the division, she runs the Campus Advocate's Instagram page, creates events, campaigns, flyers, newsletters, giveaways and informative videos regarding Title IX.

Her proudest accomplishments are graduating at the age of 21 with honors and being selected as an outstanding graduate in her department, as well as managing two jobs and full-time schooling.

A few fun facts about Nesrine are that she speaks three languages - Arabic, French, and English, she's obsessed with cats, and if you don't see her working or napping, then you'll catch her at the gym.

TRAININGS / WORKSHOPS

Staff/MPP Antiracism Workshops

In partnership with the **Multicultural Alliance and Gender Equity Resources Center (MAGEC)**, the division developed a 4-part workshop on antiracism for staff and managers (May-August 2021). The workshops are based on Dr. Ibram X. Kendi's book *How to Be an Antiracist*. **Claudia Catota, Marcus Brown, Hilda Nieblas, and Jorge Villatoro** led the workshops.

ASI Diversity and Inclusion Workshops

ASI partnered with the division to develop three workshops designed for current ASI board members and ASI candidates. The workshops took place throughout the year and were based on Dr. Ibram X. Kendi's book *How to Be an Antiracist*, which ASI read in summer 2020. The topics covered in these trainings included racism and anti-racism, inclusive leadership, anti-racism, and leading with empathy. **Claudia Catota** and **Marcus Brown** co-led the workshops. For the 2021-2022 academic year, **ASI** and the division have selected the book *Blindspot: Hidden Biases of Good People* by Mahzarin R. Banaji and Anthony G. Greenwald to help shape the workshops.

Phi Sigma Sigma Trainings

Phi Sigma Sigma, one of our sororities at CSUB, partnered with the division to develop a three-part workshop series to discuss LGBTQ+ inclusivity, Black Lives Matter Movement, allyship, and racism. **Claudia Catota** and **Olivia Warren** led the workshops.

Personhood" Course Presentation:

Dr. Jackie Kegley (Philosophy & Religious Studies) invited **Olivia Warren, Marcus Brown, and Claudia Catota** to lead two discussions for a course on "Personhood." The sessions focused on gender-based violence in higher education and a case study.

Faculty Leadership Academy:

Dr. Brian Street, lead for the Faculty Leadership Academy, invited **Claudia Catota** and **Marcus Brown** to present to the fellows in the Faculty Leadership Academy. The presentation included discussions on racism and antiracism.

DIVERSITY & INCLUSION INITIATIVES

CSUB Commission on Diversity, Equity, and Inclusion

Under Goal 2 of our university strategic plan, one of the strategies listed is to launch a Campus Climate Committee. The committee renamed itself as the CSUB Commission on Diversity, Equity, and Inclusion. The members consist of students, faculty, and staff. The objectives of the CSUB Commission on Diversity, Equity, and Inclusion are to: 1) Develop a University Diversity and Inclusion Action Plan and monitor its progress; 2) Identify barriers to achieving greater diversity, equity, and inclusivity at CSUB and provide recommendations on how to overcome those barriers; 3) Monitor the campus climate and recommend changes based upon findings; 4) Coordinate, communicate, and collaborate on diversity, equity, and inclusion efforts across the university. For more information, please click [here](#).

Religious Holiday Calendar

Based on the recommendation from the **Academic Senate**, a religious holiday/observance calendar was developed. **Dr. Joseph Florez** (Religious Studies), **Dr. Liora Gubkin** (Associate Dean, A&H/Religious Studies), **Jorge Villatoro**, and student **Cameron Jackson**

collaborated with the division to create the calendar. Visit the [Religious Holiday Calendar](#) to learn more.

Community Conversations

In partnership with **ASI**, Community Conversations was launched in summer 2020. The monthly Community Conversations focus on topics of race and social justice and feature speakers from the campus and local community. You may find the Community Conversations [here](#).

Great Colleges To Work For Survey

CSUB launched its first workplace survey. The survey, which was open to all employees at CSUB, is designed to help identify ways to improve the workplace and make CSUB a better place to work. The **CSUB Commission on Diversity, Equity, and Inclusion** will review the results of the survey at the beginning of the 2021-2022 academic year.

Anti-Racism Resources

In collaboration with the Library, the division began to compile a list of antiracism resources including books, podcasts, websites, and films. You may visit the site [here](#). The content on this webpage will be consistently updated.

DIVERSITY & INCLUSION INITIATIVES

Updated Faculty Job Announcements

In collaboration with **Bruce Hartsell**, **Drs. Rhonda Dugan**, **Steve Gamboa**, **Luis Vega** and **Melissa Danforth**, CSUB has updated the job announcement templates for tenure-track positions. The updated template includes best practices that the group learned through their attendance at the University of Southern California/Excelencia in Education Institute on Diverse Faculty Hiring.

Super Sunday

The Super Sunday Initiative represents a critical partnership between the CSU and African-American churches throughout the state to encourage our youth to pursue higher education. Each year CSUB partners with various churches in our Kern County community. This year the university delivered the education message virtually. Since our campus representatives were unable to visit churches in person a video was created by **University Advancement**. The full video along with a campus media release may be seen [here](#). The video includes CSUB President **Dr. Lynnette Zelezny**, Provost and Vice President for Academic Affairs **Dr. Vernon Harper**, and Vice President for

Student Affairs **Dr. Thomas Wallace**. Special thanks to student **Evelyn Hernandez Rivera**, Director of Outreach **Darius Riggins**, and the Office of Public Affairs for their work on this year's virtual Super Sunday.

Faculty Diversity Mini-Grant

Also in collaboration with **Bruce Hartsell**, **Drs. Rhonda Dugan**, **Steve Gamboa**, **Luis Vega** and **Melissa Danforth**, this year we provided mini-grants to tenure-track faculty in their third or fourth year. The grants were given to **Drs. Tat Acharya**, **Kanwal Gagneja**, **Amin Malek**, **Jorge Moraga**, and **Tracey Salisbury**. This funding is made available through the [CSU Chancellor's Office Faculty Retention Grant our university received](#).

African-American and Latina/o Advisory Councils

The division provides continuing support for these advisory councils whose purpose is to collaborate with local leaders in the community to better serve our students.

DIVERSITY & INCLUSION INITIATIVES

Land Acknowledgement

In partnership with the Tejon Tribe, CSUB begun developing a land acknowledgement. It is in its final stages of development and a draft is currently being reviewed by their tribal leadership. This is a collaborative effort between **Dr. Aaron Hegde**, **Christina Contreras**, **Claudia Catota**, and **Jorge Villatoro**, and **Sandra Hernandez**, Treasurer of the Tejon Tribe.

This process has been a very educational experience for us as we have learned about the importance of recognizing the land on which CSUB sits, the history of the tribe, and our commitment to protect the land for future generations. The Tejon Tribe has also expressed their gratitude in being included in the process of developing the land acknowledgement.

Pronouns on Class Roster

Students are now able to select their pronouns on Peoplesoft. The pronouns, along with preferred names, will now appear on class rosters. By respecting an individual's pronouns, we recognize their sense of self and affirm the humanity of all members of our community, specifically transgender,

gender non-conforming, non-binary, gender questioning, and other gender diverse members of our community. Using an individual's pronouns correctly is a way to continue to practice inclusion and foster belonging at CSUB. This was a collaborative effort between the **Office of the Registrar, LGBTQ+ Network** (student organization) and **LGBTQ+ Pride** (faculty/staff affinity group). For more information, please click [here](#).

Faculty & Staff Affinity Groups

The division provides continuing support for the five faculty & staff affinity groups for programming throughout the academic year.

The Affinity Groups include:

- Asian Faculty & Staff Network
- Black Faculty & Staff Association
- Latina/o Faculty & Staff Association
- LGBTQ+ PRIDE Affinity Group
- Organization of Women Leaders

Visit the [Faculty & Staff Affinity Groups](#) websites to learn more.

TITLE IX AND OFFICE OF VIOLENCE AGAINST WOMEN & DIVISION PROFESSIONAL DEVELOPMENT

OVW Project Specialist

In July 2020, the division hired an Office of Violence Against Women (OVW) Project Specialist, **Gerardo Bobadilla**, who has been developing prevention programming for CSUB. The hiring was made possible through OVW grant funding.

Latinx Prevention Programming

The division has created four prevention programs for our Latinx students, which are currently being approved by OVW for implementation on our campus. In addition, we are currently filming a series of videos for our campus community on how to reporting sexual violence and provide support.

Annual Online Title IX Trainings

Beginning in August 2021, the annual online Title IX trainings will be updated to include customized trainings for different student populations (i.e. first-time, continuing, transfers, internationals, athletes, nontraditional, graduate).

National Conference for Race and Ethnicity (NCORE)

Marcus Brown, Hilda Nieblas, Olivia Warren, Jorge Villatoro attended NCORE to learn best practices in facilitating conversations about DEI.

NCORE is a national conference dedicated to discussion race and ethnicity in higher education.

NCAA Inclusion Forum

Marcus Brown and Claudia Catota participated in the 2021 NCAA Inclusion Forum, which brings together higher education and intercollegiate athletics leaders and student-athletes passionate about improving the educational and professional environment for student-athletes, coaches and staff.

Moving Beyond Bias

In December 2020, a team from CSUB attended a Train-the-Trainer virtual workshop hosted by **Moving Beyond Bias**. Moving Beyond Bias is a learning program that explores how bias works, and how we can reduce its harmful effects on California State University (CSU) and University of California (UC) campuses. The attendees were **Hilda Nieblas** (Dreamers Resource Center & MAGEC Coordinator), **Dr. Markel Quarles** (Associate Vice President for Student Affairs), **Dr. Rebecca Weller** (Teacher and Learning Center), **Dr. Liora Gubkin** (Associate Dean, A&H/Religious Studies), **Marcus Brown**, **Dr. Jason Watkins** (Assistant Director of Basic Needs), and **Claudia Catota**.

TITLE IX AND OFFICE OF VIOLENCE AGAINST WOMEN & DIVISION PROFESSIONAL DEVELOPMENT

Equity Now! *Marcus Brown and Claudia Catota* participated in a 4-part series presented by USC's Race and Ethnicity Center. This series is designed to increase knowledge and capacity to examine institutional frameworks, racial literacy, and data for equity.



Clothesline Project

We collaborated with student leaders and staff across CSU campuses this year to shed light on the Clothesline Project, virtually. Our goal with the project was to increase awareness of the impact of violence and abuse, to honor the strength of survivors, to stand in solidarity, support one another, and to acknowledge that violence occurs across all CSU campuses.

Sexual Assault Awareness Month

There were a list of events going on in April in light of Sexual Assault Awareness Month such as:

- \$50 Amazon Giveaway
- Clothesline Project
- Teal Day
- Discover Yourself Through Yoga
- Instagram Takeover
- Athlete A Showing & Discussion
- Denim Day
- Teal Talk

Thank you to **Olivia Warren, Leah Banks,** and **Ruth Miles** for their collaboration throughout SAAM.



HIGHLIGHTS & SHOUTOUTS

ASI Recognition as Department of the Year: ASI recognized the Division of Equity, Inclusion, and Compliance as the Department of the Year. Thank you to the 2020-2021 ASI President **Vanessa Chicaiza** and the ASI board for their partnership throughout the year. The division welcomes the new ASI President **Stephanie Magaña** and looks forward to working with her and the new ASI board.



United Way Professional Conference
Marcus Brown, Claudia Catota, Hilda Nieblas, and Jorge Villatoro
presented on diversity, equity, and inclusion at the Kern County United Way Professional Development Conference on July 20, 2021.

Graduations

In May 2021, our Equity, Inclusion, and Compliance Specialist **Jorge Villatoro** received his Master's of Public Administration from CSUB. Our student employee **Nesrine Annan** also graduated this year with her B.A. in Communications and was inducted into the Roadrunner Society. Congratulations to Jorge and Nesrine!



Follow us on Instagram to keep
up to date with the latest
giveaways, events, and
resources!

@campusadvocatecsu @csubequityinclusion



website: www.csub.edu/equity-inclusion-compliance

email: diversity@csu.edu

