Diversity and Sustainability

Working Together and Moving Forward
“Where I am From” by George Ella Lyon

I am from _______ (specific ordinary item), from _______ (product name) and _______.

I am from the _______ (home description... adjective, adjective, sensory detail).

I am from the _______ (plant, flower, natural item), the _______ (plant, flower, natural detail)

I am from _______ (family tradition) and _______ (family trait), from _______ (name of family member) and _______ (another family name) and _______ (family name).

I am from the _______ (description of family tendency) and _______ (another one).

From _______ (something you were told as a child) and _______ (another).

I am from (representation of religion, or lack of it). Further description.

I'm from _______ (place of birth and family ancestry), _______ (two food items representing your family).

From the _______ (specific family story about a specific person and detail), the _______ (another detail, and the _______ (another detail about another family member).

I am from _______ (location of family pictures, mementos, archives and several more lines indicating their worth).
How we got here...
CSU Monterey Bay

• Monterey Bay - 1,400 acres
• 7,300 students – growing fast
• Mission
  • Serve the regional community
  • Be a regional leader in sustainability
• AVC for Office of Inclusive Excellence, Director of Sustainability, both new (and small) Offices.
CSU East Bay

• Locations:
  – Hayward (Main), Concord (Satellite), Oakland (Business Center)
• Students: 14,526
• Faculty: 830
• Staff: 845
• Average Student Age: 22 – 24
• Most Diverse Student Population in the Contiguous US
  – Asian: 23%
  – Hispanic: 23%
  – White: 22%
  – Black/African American: 10%
  – Native Hawaiian/Other Pacific Islander: 1%
  – American Indian/Native Alaskan: 0.1%
  – Two or More: 6%
  – Unknown: 14%
Observations, Opportunities and Challenges

- Both areas included in the vision and mission of the campus
- Require the need for adaptive change within an institutional setting
- Require individual actions: training, behavior change and self-awareness
- Student passion, interest and advocacy in both topics
- Individual action and institutional governance should be mutually supportive to further diversity and inclusion as well as sustainability efforts
- Both can be perceived as “additional work” for campus staff and faculty members
- Both are operational (need to be ingrained into campus practices) and academic (addressed through classroom and co-curricular learning opportunities).
How to be...

...an ally (combine or unite a resource or commodity with (another) for mutual benefit)
• Verbal support for the other topic – when the other isn’t present.
• Educate and Inform yourself on the others topic, for example: Safe Zone training – SO could take this training, webinar – for example: cracking the code)

...a collaborator (work jointly on an activity, especially to produce or create something)
• Trainings and Education Opportunities
• Events
• Being on Advisory committees
• 1:1 meetings (challenge yourself, be open and self-aware)
Realistic Synergies

What are some of the things that pull us to our corners?

- Lack of diversity within the field of Sustainability
- Maintaining the core issues (Fear of loss or minimization, weakening of diversity as a core issue being co-opted by sustainability).
- Creating a space for people to feel engaged working on both issues welcomed and accepted by the other.
Moving Forward Together

The Past is your lesson. The present is your gift. The future is your motivation.