

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).

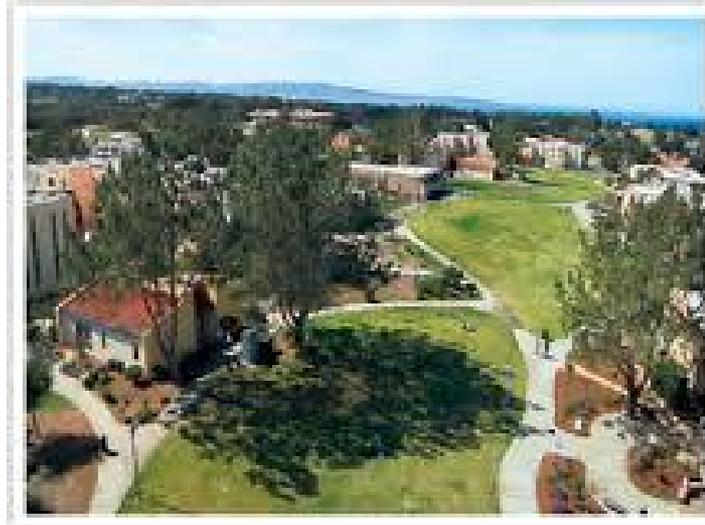
I am from _____ (location of family pictures, mementos, archives and several more lines indicating their worth).

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.



Master Plan Vision: Divarty Mall



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)

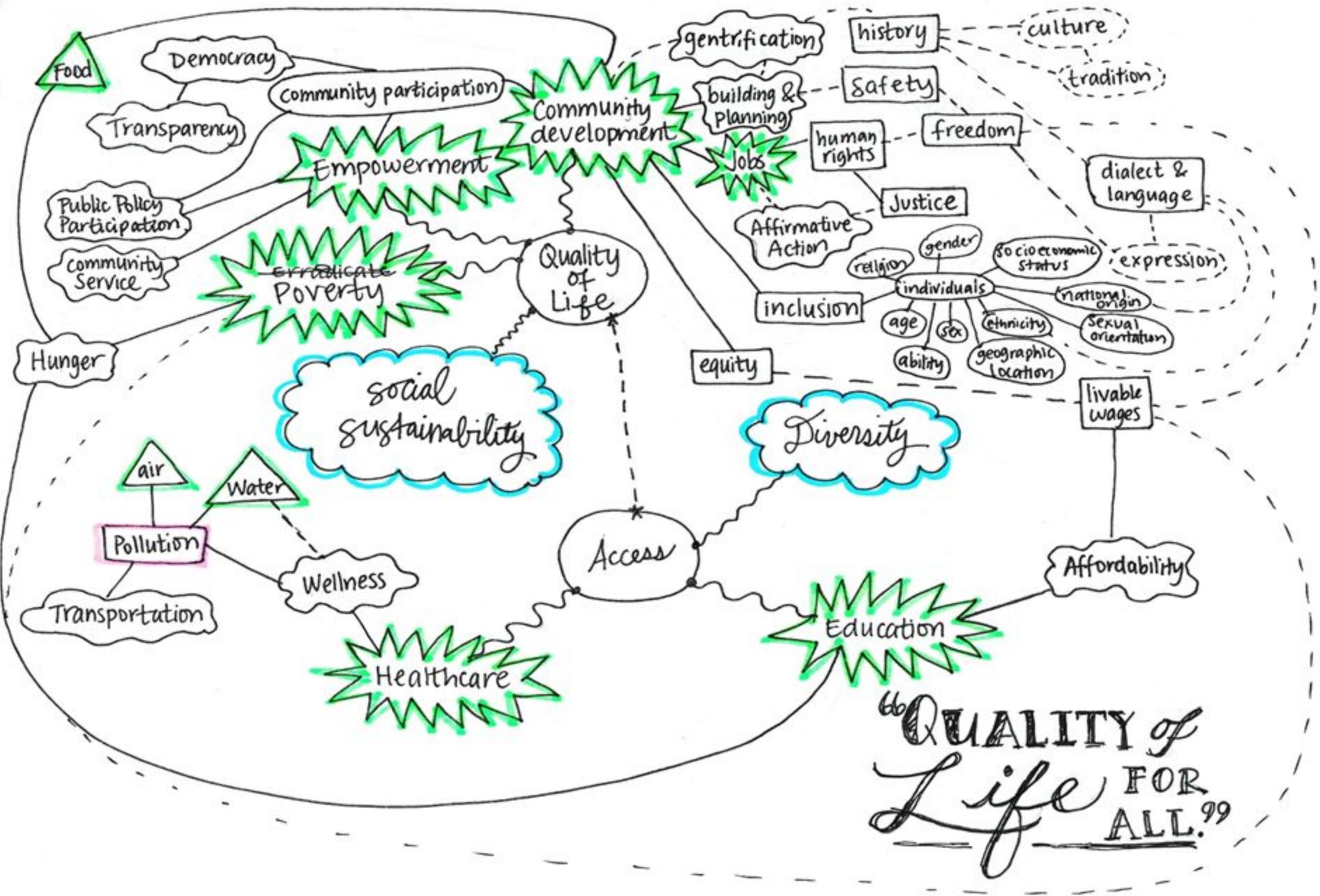
A word cloud featuring various terms related to academic support and community engagement. The largest words are 'Committee', 'Support', 'meetings', 'Regular', and 'Speaker-series'. Other prominent words include 'cross-promotion', 'Faculty-support', '1:1', and 'verbal'. Smaller words scattered throughout include 'Cross', 'Education', 'Verbal', 'Make a Difference', 'campus events', 'support', 'Co-sponsored', 'Week-of-inclusive-excellence', 'Earth-Week', 'week', 'Refresh', 'mutual', 'outcomes', 'Identity learning', 'Promotion', 'Outreach', 'offer', and 'vision'.

Committee
Support
cross-promotion
Faculty-support
meetings
Regular
Speaker-series
General-education-overlays
1:1
verbal
Cross
Education
Verbal
Make a Difference
campus events
support
Co-sponsored
Week-of-inclusive-excellence
Earth-Week
week
Refresh
mutual
outcomes
Identity learning
Promotion
Outreach
offer
vision

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

