

# Office of Diversity, Inclusion and Equity Programs

The Office of Diversity, Inclusion and Equity Program's vision is to be integral in transforming campus culture so that all students, faculty, and staff know they belong.

Our mission is to foster and exemplify an equity minded campus. We desire to contribute to the institution's strategic goals for a just and inclusive campus community.

## A Message from the DIEP Team

Counter stigma by educating yourself and others, checking the facts, and providing social support. COVID-19 is not specific to any country or racial/ethnic group. Comments targeting specific racial or ethnic groups are not appropriate or helpful and will not be tolerated at CSUF. Visit [CDC Stop Stigma & Bias](#) for more information.

History has shown that epidemics and pandemics tend to provoke xenophobia and stigma. This was the case with diseases such as Ebola and MERS and it is now the case with COVID-19. An increasing number of reports have documented instances of stereotyping, harassment, and bullying directed at people perceived to be of Asian, Pacific Islander, Desi American (APIDA) descent following the spread of the new Coronavirus. APIDA-identifying folks have faced racism and discrimination during the recent Coronavirus outbreak. While the recent Coronavirus outbreak can cause some anxiety, it is no excuse to treat other community members as if they are walking pathogens. Please work to be mindful and respectful of the communities around you.

We all have a responsibility to correct stigmatizing language and to challenge myths. No one should use language linking any epidemic to a particular people or geographic region and challenging such language is a civic responsibility. Similarly, separating fact from rumor is important in an era when people are distrustful of information sources. Here at Cal State Fullerton, we will take a stand for ALL Titans.

*In Community, The DIEP Team*

## Recognizing other Titans during this time

In times of change, we look towards each other for support and normalcy. The Office of Diversity, Inclusion, and Equity Programs would like to hear about who has helped you adjust to the changes in telecommuting and finding your new normal.

Please [share your story with us using this form](#) so we can continue to recognize our Titan Community. Stories could be featured on CSUF Diversity Social Media (Facebook, Twitter, and Instagram).



## Contact Information

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## Staff Directory

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[hr.fullerton.edu/diversity](http://hr.fullerton.edu/diversity)

Twitter/Instagram/  
Facebook: @CSUFDiversity

## WORKSHOPS & TRAININGS

### Mindfulness Mondays on May 4th, 11th, 18th at 12pm-12:30pm

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*Facilitator: Dr. Bang Lang Do*

In a world of multi-tasking, prioritizing tasks without being pulled over by the myriads of distractions at work takes reflective time. Taking a break, clearing our mind and increasing awareness of our automatic emotional response will help direct and improve our attention, open the door to more novel ideas or solutions, and help us make well-informed rational decisions. Mindfulness Monday is 30 minutes of self-care through breathing exercises, light stretching and relaxing practices.

### Emotional Intelligence in Cross Cultural Interactions on Wed., May 6th at 2pm-3:30pm

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*Facilitator: Cecil Chik, Director of Engagement & Learning*

Emotional Intelligence is the awareness and management of your own emotions and others. This training will provide best practices to develop emotional intelligence and provide information on how it applies to leadership and cross-cultural interactions.

## Staff Development

Cal State Fullerton is invested in developing our represented and student staff to their fullest potential. See below for trainings and workshops that are dedicated to professional development opportunities for all staff.

### Communicating Cooperatively at Work on Tue., May 5th at 10am-11am

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*Facilitator: Regina Peck-Sobolewski, Empathia Representative*

Cooperation among individuals and between teams is essential to promoting both productivity and job satisfaction. Participants will learn specific steps for producing the clear communications and respectful relationships required to get these results.

## Professional Development Topic Interest Form

The Office of Diversity, Inclusion & Equity Programs is invested in providing relevant and engaging professional development opportunities for our campus. In an effort to achieve this goal, we are seeking feedback from all staff members on professional development topics that will be useful and interesting. Please complete this **brief 5 minute survey** to help us plan workshops and learning opportunities for the 2020-2021 academic year.

## Ways to Connect

### Diversity Initiatives & Resource Center

The DIRC is the home to:

- African American Resource Center
- Asian Pacific American Resource Center
- Chicana/Chicano Resource Center
- LGBT Queer Resource Center
- Titan Dreamers Resource Center

Location: PLS-180

For more information please visit the [DIRC website](#)

### Faculty & Staff Association

There are opportunities for faculty and staff to connect to community as well through our Faculty & Staff Associations. CSUF currently has the following associations that is open to all employees:

- African American Faculty and Staff Association
- Asian American and Pacific Islander Faculty and Staff Association
- Chicano/Latino Faculty and Staff Association
- Researchers and Critical Educators (RACE)
- Pride Alliance
- Veterans
- Undocumented Allies

For more information please visit the [CSUF Communities webpage](#)

### Faculty Development Center

For a list of workshops offered by the Faculty Development Center that is open to both faculty and staff on campus, please visit the [FDC website](#)

## 10 Ways Inclusive Leaders Can Mitigate Bias When Communicating About Coronavirus

- **Use people-centered, not business-centered, communication:** Put your employees' wellbeing first during health emergencies. Never begin by lamenting possible financial losses or "lost productivity." If you have to talk about business realities, mention it after you have stated that your priority is the health of staff and customers and what you are doing to ensure that.
- **Use the term Coronavirus or COVID-19:** Any other term implying that a country or a group was the originator of this virus is wildly incorrect and likely to trigger xenophobic bias.
- **Call it physical distancing, not social distancing:** It's important to remind people they can and should continue to be social during this time. They just need to switch to using phones, video calls, texts, and other digital channels. If meeting in person, sit or stand approximately six feet apart.

Source: [Medium.com](#)

## Virtual activities for your team

### Whiteboard Pictionary

**Description:** Like the classic game, players must guess the keyword their teammate is drawing. Technology like [Miro's whiteboard](#) or [Zoom's whiteboard feature](#) can help make this possible.

Source: [Virtual Team Bonding During COVID-19](#)

## Resources

[Leading at a Distance](#)

[Remote Working: Setting Yourself and Your Teams up for Success](#)

[ETC Course Bundle: Work Life Balance](#)

[CA Surgeon General's Playbook: Stress Relief during COVID-19](#)



FACULTY DIVERSITY ROUND-UP

David Carreon-Bradley  
Faculty Diversity Officer  
facultysearches@fullerton.edu

### **Scanning the Literature**

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*This month in the Academic Talent Management unit of DIEP, we've been scanning the recent literature related to faculty diversity; below are two article synopses. If you have any questions on how you might implement the ideas from these articles, please don't hesitate to reach out to us at [facultysearches@fullerton.edu](mailto:facultysearches@fullerton.edu).*

### **Teaching Through Coronavirus: What Educators Need Right Now | Cory Collins | March 2020**

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In the face of the COVID-19 pandemic, some educators, students, and parents are looking for ways to keep the learning process going. To provide a helping hand during these uncertain times, Teaching Tolerance asked their community of educators what kind of help they needed most. With almost 2,000 responses, they created resources useful for anyone trying to navigate the world of distance learning. These resources include "Do Something" projects, articles regarding equity in education and combating racism toward Asian-Americans, emotional support hotlines, and printables for pick-up. You can read more on the [Teaching Tolerance website](#).

### **5 Principles as Pathways to Inclusive Teaching | Soulaymane Kachani, Catherine Ross and Amanda Irvin | February 2020**

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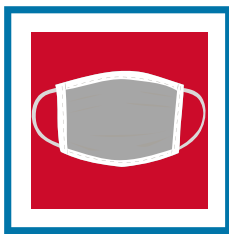
This article was written to provide educators with an easy way to increase their inclusive teaching by showing them it does not take a full course redesign to be more inclusive in the classroom. Inclusive teaching focuses on being more intentional about how you deploy classroom techniques, topics, readings, or assignments to create a better learning environment for your students. The authors provide 5 principles of inclusive teaching synthesized by the Columbia University Center for Teaching and Learning, as well as teaching strategies that relate to each principle. You can read more on the [Inside Higher Ed website](#).





# LEARNING BUNDLES

Access curated courses, videos and webcasts designed to support CSU employees across all 23 campuses as we work from home



## **COVID-19**

Essential info on COVID-19



## **Work/Life Balance**

Ways to manage a busy life



## **Mindfulness**

Meditation to reduce stress



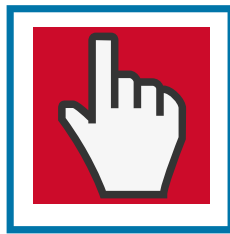
## **Communication: Best Practices**

The best communication method in situations



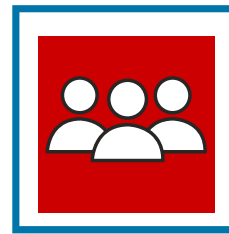
## **Communication: Listening**

Tips and ideas to become an active listener



## **Communication: Non-Verbal**

Our body language can make an impact



## **Communication: Team**

Effective team communication at work



## **Communication: Written**

Build up your writing skills

# ZOOM INFO GUIDE

- **What is zoom?**

- Zoom is a web & video conferencing tool that is now available to all currently enrolled CSUF students, faculty, and staff. Zoom allows for video, audio and screen sharing for up to 250 participants and can be used from computers, tablets, or smart devices (standard data rate applies).

- **How do I log in to zoom?**

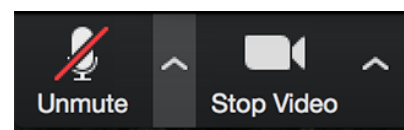
- Access the [CSUF Zoom webpage](#) and then click the “Log in to Zoom” button
- Log in using your CSUF username and password

- **How do I join a Zoom Meeting?**

- You can access the meeting through the Zoom link sent to you. Watch this short tutorial on how to join and set up your Zoom meeting.

- **How do I check my audio and video?**

- On the bottom, left-hand corner. There will be an icon for video and audio.

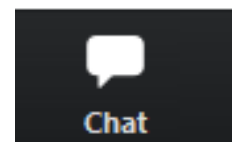


- **How do I mute audio?**

- By clicking the microphone icon on the bottom left-hand corner.

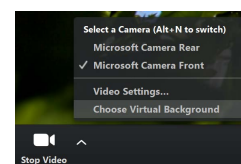
- **How do I use the chat?**

- Click on the [chat icon](#)



- **Tips and Tricks**

- Download and [test your microphone](#) and camera before your first Zoom meeting or training
- "[Share Screen](#)" is a great interactive way to share your screen, presentations, or specific documents with others in the Zoom meeting. Do it with a group as well through "[group screen share](#)."
- Have a big group? Zoom will allow for "[breakout groups](#)" for easier facilitation.
- Enable [Closed Captioning](#) during meetings and trainings to ensure accessibility for all.
- For more tips and tricks, check out the [Zoom Help Center](#).
- Change the background in your video to show an image instead of your location.



## ZOOM RESOURCES

[Zoom Video Tutorials](#)

[Zoom Tutorials from CSUF Information Technology](#)

[How to set up a Zoom meeting](#)

For technical support, contact IT at [helpdesk@fullerton.edu](mailto:helpdesk@fullerton.edu) or (657)278-7777

# May 2020

Upcoming workshops & events from Diversity, Inclusion and Equity Programs

Click on the course title for the registration page and more information

Monday	Tuesday	Wednesday	Thursday	Friday
				1  <a href="#"><u>Information Technology Q&amp;A Session @3pm-4pm</u></a>
4  <a href="#"><u>Mindfulness Mondays</u></a>	5  <a href="#"><u>Communicating Cooperatively at Work</u></a>	6  <a href="#"><u>Emotional Intelligence in Cross Cultural Interactions</u></a>	7	8
11  Finals week <a href="#"><u>Mindfulness Mondays</u></a>	12	13	14  <a href="#"><u>CSUF Virtual Lunch</u></a> password: 1957	15
18  <a href="#"><u>Mindfulness Mondays</u></a>	19	20	21	22  Spring semester ends
25  Memorial Day (campus closed)	26	27	28	29