

Division of Diversity and Innovation

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Administration

Chief Diversity Officer and Associate Vice President

for Diversity and Innovation: J. Luke Wood

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External Affairs: Mohamed M. Ahmed

Associate Chief Diversity Officer,

Faculty and Staff Success: Jennifer Y. Imazeki

Associate Chief Diversity Officer,

Student Engagement: Jessica L. Nare

Assistant Chief Diversity Officer,

Director of Identity Centers: Augie Garibay

General Information

The Division of Diversity and Innovation (DDI) strives to advance diversity and inclusion as the drivers of innovation and excellence, fostering a community where students, faculty, staff, and alumni of all backgrounds and identities can succeed and feel at home. Our mission is to elevate and celebrate inclusive excellence through equity-driven innovations that build and sustain structures, practices, and cultures that advance the welfare of all peoples while honoring the institution's identity as a Hispanic Serving Institution and residence on Kumeyaay land. The division works proactively to address systemic inequities through professional learning, community building, advocacy, policy recommendations, and organizational structures, while facilitating an integrated vision and shared responsibility for prioritizing and advancing institutional goals. We aim to foster an affirming campus culture based on the core values of excellence, equity, diversity, belonging, and inclusion through:

- Recruiting and retaining faculty and staff who are reflective of the diverse student body and communities served by SDSU, and recruiting students who are representative of the rich diversity of the region and the world;
- Fostering an environment that is welcoming, affirming, and empowering for students, faculty, staff, and alumni of all backgrounds;
- Enhancing career and educational pathways of a diverse student body, faculty, and staff; and
- Cultivating relationships with the local community that advance the well-being of diverse individuals and communities.

The Center for Inclusive Excellence

The Center for Inclusive Excellence provides professional learning and community-building programs for all faculty and staff. These include:

- Professors of Equity in Education provides intensive, ongoing professional learning opportunities for SDSU faculty on diversity-related topics. Professional learning opportunities address unconscious and implicit bias, racial/gender micro-aggressions, teaching practices for underserved students, socio-cultural competency and what it means to be a Hispanic Serving Institution.
- Employee Resource Groups (ERGs) are designed to build an inclusive environment for SDSU employees from various employment groups, with particular attention to employees from historically underrepresented and underserved backgrounds. ERGs foster an environment of inclusion for faculty and staff from underrepresented groups with a goal to enhance the career pathways of faculty and staff from these underrepresented groups. Through visibility, awareness, and/or mentorship, ERGs work to bolster the pipeline of diverse students through the pathways of higher education by cultivating relationships with the local community in an effort to advance the well-being of diverse individuals and communities.

- Inclusive Research and Scholarly Excellence aims to provide enhanced support to faculty engaged in scholarship that supports equity, diversity, and inclusion. Programs include writing groups, networking events, mentoring workshops, and seminar series.
- Building on Inclusive Excellence allocates additional tenure-track faculty lines for qualified candidates identified in regular faculty searches who meet criteria aligned with SDSU's commitment to diversity.

Cultural Centers

Black Resource Center (BRC)

5723 Lindo Paseo

619-594-3502

<https://diversity.sdsu.edu/brc>

The Black Resource Center (BRC) strives to promote Black Excellence and to provide a safe and welcoming environment where students, staff, and faculty of the African diaspora can congregate, collaborate, and cultivate a unified community. The BRC provides a space where we can reflect upon, honor, and celebrate our past and present, as well as plan for our future. Through strategic and ongoing collaborative efforts, the BRC promotes intellectual exploration and academic achievement through educational, scholarship, and research initiatives; professional and career development strategies; and leadership and service opportunities. Founded upon the principles of achievement, balance, creativity, solidarity, and love, the BRC, through an ongoing series of student success programs and rich dialogues focusing on social justice issues, dedicates its resources to addressing the intellectual, mental, spiritual, and physical needs of our Black student community and innovatively equipping them with critical skills needed to achieve academic and personal success within and beyond our campus.

Center for Intercultural Relations (CIR)

Conrad Prebys Aztec Student Union, Room 250

619-594-7057

<https://diversity.sdsu.edu/cir>

The Center for Intercultural Relations (CIR) researches, designs, and implements unique programs that promote the appreciation of cultural diversity and fosters intercultural and cross-cultural understanding. The CIR provides programs and services that support the academic mission of the university by enhancing the educational, personal, cultural, and social development of students. The CIR strives to build positive advocacy and collaborative relationships with the general student body with a special emphasis toward underrepresented student populations. Programs and services expand students' cultural horizons and honor their respective cultural experiences. Intercultural Relations works in conjunction with university colleges and departments to conduct programs related to recruitment, orientation, retention, and graduation of students. The center also offers programs and workshops on academic, personal, professional, and cultural development, all of which support student success at SDSU.

Center for Transformative Justice

<https://diversity.sdsu.edu/ctj>

Through student support programs, community outreach, and interdisciplinary conversations across SDSU and beyond, the Center for Transformative Justice explores justice that transforms—ourselves, our relationships, and our communities. Informed by the pioneering work of Project Rebound, the CSU initiative bridges the worlds of incarceration and higher education and informs our understanding of transformative justice, to include repairing harm in relationships and changing systems that cause harm. Whether justice is framed in terms of freedom or equity, opportunity or protection, collective responsibility or

being made whole, it is a process that reveals itself in relation to our own and each other's humanity. Transformative justice work is internal, relational, structural, and ongoing.

Latinx Resource Center (LRC)

<https://diversity.sdsu.edu/lrc>

The Latinx Resource Center (LRC) cultivates a student-centered and welcoming environment for Latinx identifying students. The LRC encourages students of a Latinx background to embrace their culture through events, celebrations, programs, and services while connecting with other students, faculty, staff, and the community. The LRC provides access to culturally proficient mentors assisting students with emotional, social, and academic engagement. The LRC invites students to learn more about issues that are faced within the Latinx communities, particularly centering the voices of the most marginalized, such as low-income, LGBTQIA+ identifying individuals, students working multiple jobs, students with disabilities, transborder students, and any intersection across those lines.

Mind, Body, and Spirit Center(s)

Digital Humanities Center (LA 61A)

Conrad Prebys Aztec Student Union, Room 250

The Mind, Body, and Spirit Center is a space for individuals of all religious faiths and non-religious beliefs to focus on their mind, body, and spirit, whether in prayer, meditation, or quiet contemplation. The spaces are designed to support students' extracurricular needs. By providing a quiet space for quiet contemplation, reflection, and prayer, the spaces support students in holistic ways that extend beyond the classroom.

Native Resource Center

Arts and Letters

<https://diversity.sdsu.edu/nrc>

The Native Resource Center at SDSU, residing on Kumeyaay Land, facilitates the academic and personal success of Native American and Indigenous identified students through: relevant and accessible programming and resources, services to identify and address barriers to academic achievement, community building, on- and off-campus partnerships, and advocacy for the inclusion of Native American/Indigenous peoples' unique histories, cultures, and perspectives in campus programs and curriculum.

The Pride Center

5141 Campanile Drive

619-594-3520

<https://diversity.sdsu.edu/pride>

The Pride Center creates, strengthens, and sustains an affirming, inclusive, open, and safe gathering space for persons of all gender and sexual identities and their allies. It also

facilitates awareness, campuswide education, dialogue, and research on issues related to sexuality and gender. The center addresses the needs of students who may experience disenfranchisement, discrimination, harassment, or other barriers to student success as a result of their gender identity, sexual orientation, or expression.

Women's Resource Center (WRC)

5121 Campanile Drive

619-594-2304

<https://diversity.sdsu.edu/wrc>

The Women's Resource Center (WRC) strives to provide a vibrant, brave, and inclusive space that educates, empowers, and advocates for womxn's rights. The Women's Resource Center (WRC) career staff and student leaders engage students in discourse and programs that help create a campus culture rooted in gender justice. The WRC team provides students with the tools and resources necessary to cultivate feminist leadership. The WRC partners and collaborates with faculty, staff, alumni, and community members, linking SDSU with the larger San Diego community. The WRC provides support to students facing gender-based oppression by creating an environment that fosters healing, intersectional feminist activism, and enhancement to students' academic, personal, and professional success.