

Date: February 1, 2016

To: Campus Community

From: Karen S. Haynes, Ph.D.  
President

Subject: **Office of Diversity, Educational Equity, Inclusion and Ombuds Services Organizational Restructure**

Cal State San Marcos is a place of empowerment and success for people from diverse backgrounds, perspectives and life experiences. Educational equity is a core tenet of our founding mission and echoed as one of our five strategic priorities.

Our campus-wide commitments to educational equity, diversity and inclusiveness have resulted in raising the educational attainment rate in our region, narrowing achievement gaps and building an inclusive community. These accomplishments matter, but despite our efforts and the strong economic growth of our region, we still face barriers that must be overcome and we have gaps where equity is wanting. We must continue our efforts to ensure that students receive equitable access to a quality higher education and, once they are here, find an inclusive and diverse community committed to their success in college and beyond.

Over the last year and a half, we engaged in a process intended to coalesce and focus campus-wide diversity and inclusion initiatives. Through the Diversity Mapping project, the Diversity and Inclusion Strategic Planning Process, and ongoing campus conversations, it became clear that we needed to examine the integrated support system of the Office of Diversity, Educational Equity, Inclusion and Ombuds Services (DEEIO). Community engagement, diversity efforts and initiatives are deeply interdependent, and the intersections between them can be a nexus for the transformation of communities both on and off campus. To that end, and to further integrate and indeed strengthen our efforts, the Office of DEEIO will now be housed within the Division of Community Engagement under the leadership of Vice President Patricia Prado-Olmos, effective immediately.

Dr. Prado-Olmos brings over 20 years of experience in this field to this important work. The Associate Vice President and Chief Diversity Officer will

continue to have a direct reporting line to me with a dual reporting line to Dr. Prado-Olmos. This new organizational home will strengthen the supportive infrastructure for the office, as part of a larger division that is, like all other campus divisions, deeply engaged in our commitment to educational equity and diversity.

Arturo Ocampo, who has served as the Associate Vice President for Diversity, Educational Equity, Inclusion and Ombuds Services since 2013 is no longer with the University. Under Vice President Prado-Olmos' leadership, we will maintain the positive momentum of our efforts to build a more inclusive campus community committed to diversity, educational equity and inclusion; which will assure the completion and vetting of the draft Diversity and Inclusion Strategic Plan. Dr. Prado-Olmos and I will launch a national search for the Associate Vice President position and we will appoint a search committee that is representative of our students, faculty and staff.

CSUSM's innovative and unique culture, our agility and our forward focus provide a rich context for creating a model for community engagement, diversity and inclusion in higher education. Our work to achieve educational equity will transform lives, better families and strengthen our communities.