



Rashanda R. Booker, PhD

First-Year Accomplishments

In January 2023, Fresno State’s inaugural University Diversity Officer (UDO), **Dr. Rashanda Booker**, joined the university as a cabinet member and expert in the field. Shortly after, Fresno State officially launched the Division of Equity and Engagement (DEE) under her visionary leadership. Below are some of the division’s major accomplishments in the first year.

Division Development

- Established **mission and vision**
- Launched website – **equity.fresnostate.edu**
- Established **Org Chart Phase I**
- Transitioned **Cross Cultural and Gender Center (CCGC)** to DEE as of July 1, 2023, with three vacancies.
- Hired three full time positions to strengthen the division and help provide bandwidth to actualize the division’s mission and the university’s 2023-2029 strategic plan.

Olivia Garrett,
Executive Assistant,
started on August 7, 2023

Varselles Cummings,
Director of CCGC,
started on January 22, 2024

Juan Herrera,
Admin Analyst,
started on January 22, 2024

Campus Relationships

- Spring Town Hall: hosted on April 26, 2023 to discuss UDO’s first 80 days
- Fall Town Hall: hosted on November 2, 2023 to share updates on the Division
- President’s Connection Booth: staffed on May 15, August 21, October 4 and 16, November 8
- Monthly meetings with Vice President of Student Affairs and Provost
- Regular meetings with Associate Vice President of Faculty Affairs
- Created new **Student Equity Advisory Council (SEAC)**
- Reestablished the **President’s Council on Equity, Diversity, and Inclusion (CEDI)** - recruiting beginning February 2024



Rashanda R. Booker, PhD – First-Year Accomplishments (continued)

Education and Training

- Created an **education request form** to document and track the amount of trainings and presentations conducted by DEE
- Developed and implemented the **Equity Library** in partnership with University Marketing and Communications and the Fresno State Library
- Reconvened and strengthened the **National Coalition Building Institute (NCBI)** training team
 - Met bi-weekly with new members in Fall 2023 to teach how to lead workshops
 - Hosted a one-day training on campus on May 5, 2023
 - Hosted a three-day “train the trainer” institute on July 26-28, 2023
- Collaborated with Faculty Affairs and HR to develop and implement campus-wide education and trainings
 - New Faculty Orientation Presentation on August 7, 2023.
 - New Employee Orientation Presentation on August 10, 2023.

Community Connections

- Created new Community Advisory Council (CAC)
- Established relationship with the President’s SoCal & Sacramento Council Members.
 - Virtual meet and greet on February 17, 2023.
 - Virtual meeting to provide updates on June 16, 2023.
 - Traveled to Orange County to attend the Summer Send Off BBQ on August 11-12, 2023.
- Spearheaded and launched “**Bulldogs Belong**,” a digital campaign that invites Fresno State constituents to share their experiences with equity, diversity, inclusivity and belonging to spark critical conversations that ignite a collective commitment toward full inclusivity and belongingness.



UDO Appointments and Presentations

- Accepted into American Association of State Colleges and Universities’ 2023 Millennium Leadership Initiative (MLI)
- Accepted into UC Berkeley’s 2024 Executive Leadership Academy (ELA)
- Appointed to serve on the WASC Senior College & University Commission Advisory Committee
- Appointed co-chair of the campus subcommittee, Embody Full Inclusivity and Belongingness, as part of the 2023-2029 Strategic Plan
- Served on the HEED Awards Committee, which led to the university being awarded for the 10th consecutive year
- Collaboration with Central Valley Community Foundation to host the summer community read and **Conversation with the Author** event
- National Women’s Political Caucus Fresno – Speaker
- Cultural Arts Rotary Club – Speaker
- Leadership Roundtable Diversity and Inclusion Moments – Speaker
- Black Women Organized for Political Action (BWOPA) – Speaker
- North Fresno and Fig Garden Rotary Club – Speaker

