Subject: Message of Care and Values
Date: Tuesday, November 18, 2025 at 11:04:50 AM Pacific Standard Time
From: Office of the President
To: Christine Paik

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Dear campus community,

I know that many in our community are carrying deep concern and pain as events unfold in our community and the world around us. Some of you have shared that you feel unseen, isolated or even targeted because of who you are or what you believe.

I want to state clearly: CSUSM's values stand against discrimination in all its forms. Every member of our community deserves to feel respected and valued. We denounce racism, anti-Black racism, antisemitism, Islamophobia, xenophobia, homophobia, transphobia, sexism, ableism and discrimination based on immigration status or any aspect of identity or beliefs.

Our recent campus climate survey reflects that while we've made progress, there is still important work ahead to make sure every person at CSUSM truly feels like they belong. CSUSM's campus climate workgroup, composed of a variety of voices representing expertise and a range of perspectives from our campus, will focus on needed improvements and actions resulting from the survey.

If you experience or witness discrimination, harassment or retaliation:

Please report it to our Office of Discrimination, Harassment and Retaliation (DHR). That team is here to review, respond and support you – and your voice helps us act and improve.

If you want to learn and engage:

We will continue to offer dialogues, trainings and workshops via our campus partners that strengthen skills for courageous conversation, awareness and intervention, and civil discourse – grounded in empathy and our mission as an educational institution. This will include a community dialogue in the spring semester. Please look for that invitation in a future communication.

As we move toward the holidays, I also want to remind you of the resources for

support on campus. Whether you need someone to talk to, help navigating challenges or simply a place where you feel seen and heard, please know that there are resources and people who are here for you.

Here are a few places to start:

- Cougar Care Network
- Employee Assistance Program
- Faculty/staff associations
- Student Health & Counseling Services
- Student Life centers
- Veterans Services

This work belongs to all of us. Continue to look out for one another with kindness, curiosity and courage. Speak up when you see harm, and help us build the inclusive, respectful campus we promise our students and each other.

With care,

Ellen J. Neufeldt, Ed.D.
President