

Claudia Catota

CSU Member

Campus Preference: Bakersfield

Qualified:

- M.A., Latin American Studies, CSU Los Angeles 2015
- J.D., University of Wisconsin School of Law 2007

Ms. Catota serves as CSU Bakersfield’s Chief Diversity Officer and Special Assistant to the President, as well as the interim repatriation coordinator at CSU Bakersfield. **Ms. Catota’s nomination is recommended only if Ms. Catota is no longer serving as the interim Repatriation Coordinator and a full-time replacement has been hired.**

Ms. Catota has served as the Chief Diversity Officer since 2018, before which she served as the Assistant to the President for Equity, Inclusion, and Compliance. She provides strategic direction to CSU Bakersfield’s diversity, equity, and inclusion efforts, with particular attention to the university’s policies, practices, structures, climate, and culture. She managed university-wide compliance with California State University Executive Orders and policies about sexual misconduct, discrimination, retaliation, disability support and accommodations, and Jeanne Clery Act. Serves as the University’s Title IX Coordinator, and Discrimination, Harassment, and Retaliation (DHR) Administrator, Section 504/ADA Compliance Officer, Whistleblower Act Administrator, and Clery Director and oversees investigations and coordinates University responses to complaints.

References Contacted:

Marcus Brown, David Silva, and Dr. Lynette Zelezny recommend the candidate.

**Systemwide NAGPRA Implementation & Oversight Committee
Nominations Cover Sheet**

Committee Type: Both Systemwide Committee Campus Committee

Nominee Name:

Preferred Campus: _____

Alt. Campus: _____

Alt. Campus: _____

Position Sought: Tribal Nominee CSU Nominee

Alt. Campus: _____

Tribal/CSU Institutional Affiliation

Name of Tribe: _____

Name of Campus: _____

- Federally Recognized Tribe CA Indian Tribe
 CSU Administrator CSU Faculty Staff NAGPRA Coordinator

Tribal Members (Check all that apply):

- Tribal Historic Preservation Officer work
 Repatriation of human remains and cultural items pursuant to CalNAGPRA/ NAGPRA
 Cultural resources protection under Tribal, state, and federal law
 Consultation with state and federal entities and agencies
 An Elder, Spiritual Leader
 A minimum of five years' experience

CSU Staff/Faculty Members (Check all that apply):

- Archaeology Anthropology Environmental Studies
 Ethnic Studies History (with a focus in California) Law
 Native American Studies Social Science Sociology
 A minimum of five years' experience working in field of study

Circle One: Complete Application (Includes Attachments)

- Short Bio, A Resume or CV
 Tribal Resolution (as applicable)
 Three References

Incomplete Applications

- Missing Attachments
 Needs Follow Up Call
 Other Explanation: _____

CSU or NAHC Reviewer _____
CSU or NAHC Reviewer _____

Date: _____
Date: _____

CALIFORNIA STATE UNIVERSITY
NATIVE AMERICAN GRAVES PROTECTION AND REPATRIATION ACT
IMPLEMENTATION AND OVERSIGHT COMMITTEE

NOMINATION FORM

The California State University (CSU) is committed to fully implementing the spirit as well as the legal requirements of both the Federal Native American Graves Protection and Repatriation Act (NAGPRA) and the California Native American Graves Protection and Repatriation Act (CalNAGPRA), which were enacted to acknowledge the fundamental human right of Native Americans, Alaska Natives, and Native Hawaiians to their ancestral Human Remains and Cultural Items.

The CSU seeks nominees for the Systemwide and Campus NAGPRA Committees. The purpose of the committees is to provide oversight and guidance for the development and implementation of Systemwide and Campus CalNAGPRA and federal NAGPRA compliance, which includes NAGPRA policy development. The CSU is referencing the requirements as outlined in Assembly Bill 389 Section 8028.7 and Section 8028.71 to guide the committee selection and policy development processes.

If you are interested in serving or nominating a candidate please review the criteria below, complete the following application materials, and submit completed materials with 1) Attach a short biography or resume demonstrating that the nominee meets the criteria below; 2) Attach a letter of support from Tribe, Tribal resolution or a letter of interest with this form; and 3) Attach a list of at least three references, with name, telephone number, and email address for each.

Committee Term: 3-year renewable staggering term

Tribal Nominees: Support letters or Tribal resolutions for Tribal nominees should be from Tribal governments, Tribal community organizations or Institutional leadership organizations, include the strengths of the candidate, as well as any information that might be relevant.

CSU Nominees: Support letters or resume for CSU nominees should include professional experience demonstrating the ability to work in collaboration with Native American Tribes successfully on issues related to repatriation or museum collection management.

Please note, the CSU will keep completed application on file for committee positions that may become available in the future.

Deadline: Nomination materials must be submitted to nagpra@calstate.edu by **December 5, 2023**

QUALIFICATIONS

Tribal Nominees

A voting member of a California Indian tribe shall be an elder, spiritual leader, tribal leader, or tribal member, as designated by the governing body of the individual's tribe, with a minimum of five years' prior experience in any of the following:

- Repatriation of human remains and cultural items pursuant to federal NAGPRA;
- Cultural resources protection under Tribal, state, and federal law; or
- Consultation with state and federal entities and agencies.

Preference shall be given to members of a California Indian Tribe. If no members of a California Indian Tribe meeting the qualifications of 8028.71 subdivision (c) paragraph (1) are available, members of other Tribes may serve.

CSU Nominees

CSU Nominees must be affiliated with or employed by the California State University and have the following:

- A graduate degree in any of the following: Archaeology, Anthropology, Native American Studies, Ethnic Studies, Law, Sociology, Social Sciences, Environmental Studies, or History, with a focus in California
 - If there are no candidates satisfying this clause, candidates that have degrees and direct professional experience in fields relevant to repatriation or tribal cultural resources matters shall be deemed to meet the requirements of the clause; and
- A minimum of five years' experience working in his or her field of study.

Preference shall be given to members who have demonstrated, through their professional experience, the ability to work in collaboration with Native American tribes successfully on issues related to repatriation or museum collection management.

In the event that candidates from the California State University are not available or do not meet the above criteria, the California State University representative positions may be filled by retired emeriti of the California State University who meet the above criteria.

Note: At least two CSU nominees to the Systemwide one CSU nominee to the Campus Committee(s) must be affiliated with an American Indian or Native American Studies program

You are encouraged to submit a nomination/self-nomination if the nominee meets a majority of the requirements, even if you are unsure as to whether they meet a specific requirement.

COMMITTEE(S) SOUGHT

Please indicate the Committee(s) to which the nominee is seeking appointment. If nominating for a campus committee(s), list the campus(es) where the nominee is interested in serving, in order of preference. Check all that apply. If a nominee selects both the CSU Systemwide Committee and Campus Committee, their application will be considered for both Committees and they may be appointed to either, however at this time Committee members will only serve on one Committee at a time, unless the pool of candidates does not allow.

CSU Systemwide Committee *(if only Systemwide please skip to Nominator Information below)*

Campus Committee *(please fill out Section A below)*



A. If the Nominee would like to serve on a Campus Committee, please fill out the following additional information.

Campus Committee (*Preferred Campus*): Bakersfield

Alternative campus(es) Nominee will consider (*candidates are encouraged to complete this section, if possible*):

1) _____

2) _____

3) _____

SUBMISSION INFORMATION

Nominator Information (if applicable)

Name: _____ Title: _____

Tribal/CSU Institutional Affiliation: _____

Email: _____ Phone: _____

Nominee Information

Name: Claudia Catota Title: Chief Diversity Officer

Tribal/CSU Institutional Affiliation: CSU Bakersfield

Email: ccatota@sub.edu Phone: 661.654.2137

Position Sought: Tribal Nominee CSU Nominee

Please attach:

- (i) A short biography and, if desired, a resume or CV;
- (ii) A tribal resolution or letter of support from Tribe (if applicable), and
- (iii) A list of at least three references, with name, telephone number, and email addresses for each.

Submit completed nomination materials to nagpra@calstate.edu by **December 5, 2023**.

Incomplete materials will not be considered.

Claudia Catota, J.D., M.A.

EDUCATION

- Ed.D. Johns Hopkins University
Urban Leadership
Expected August 2024
- J.D. University of Wisconsin Law School
May 2007
- M.A. California State University, Los Angeles
Latin American Studies
December 2015
- B.A. University of California, Los Angeles
African-American Studies
June 2003

EXECUTIVE DEVELOPMENT

Hispanic Association of Colleges and Universities (HACU) Leadership Academy, 2023-2024

Harvard Executive Education, Women of Color Leadership Program, May 2023

California State University (CSU) Executive Leadership Program, 2019-2020 Cohort

New Leadership Academy (NLA) Fellowship, American Association of Hispanics in Higher Education and University of Michigan—Ann Arbor, Fellow 2018-2019

UC Berkeley Executive Leadership Academy, Center for Studies in Higher Education, May 2016

CURRENT ADMINISTRATIVE APPOINTMENT

Chief Diversity Officer & Special Assistant to the President
California State University, Bakersfield
August 2018 to Present

Provide strategic direction to CSU Bakersfield's diversity, equity, and inclusion efforts, with particular attention to the university's policies, practices, structures, climate, and culture. Serve as an integrating partner with Cabinet, campus leaders, faculty, staff, students, various university committees, and external constituencies to proactively develop plans, programs, and activities that educate and motivate members of the university community to hold diversity and inclusive excellence as core values to be collectively practiced in the university. Supervise 4 direct reports including 1 manager and serve as secondary supervisor to an additional a manager in Human Resources and another in Student Affairs.

Major Accomplishments

- Restructured and currently leading university-wide compliance with California Native American Graves Protection & Repatriation Act (CalNAGPRA) and Native American Graves Protection & Repatriation Act (NAGPRA).
- Led campus team in writing and establishing campus Service Animal and Assistance Animal Policy.
- Established the first Campus Climate Committee to improve the inclusivity of the campus environment by providing advice on how the university can implement meaning institutional change.
- Led university efforts to conduct its first faculty and staff employee satisfaction survey.
- Served as the Strategic Planning Coordinator for the 2019-2024 University Strategic Plan working with various campus constitutes to provide transparency in the drafting and ratification of the strategic plan.
- Established Hispanic Serving Institution Faculty Fellow to assess Hispanic Serving Institution practices and policies at the university and develop cultural competency workshop for faculty.
- Established Community Conversation series in collaboration with Associated Students Inc. to create a space for campus-wide conversations on racial and social justice.
- Successfully led university efforts to secure \$698,000 in federal funding from the Office of Violence Against Women to establish culturally sensitive prevention programming.
- Led university efforts to establish the Dream Resource Center to support undocumented students and their families, including legal services and hiring of Dream Resource Coordinator.
- Developed and currently manage a travel scholarship program for students to attend the Hispanic Association of Colleges and Universities (HACU) Annual Conference.
- Facilitated the establishment of the President's African American Advisory Council, Latina/o Advisory Council, Native American Advisory Council, and Asian and Pacific Island Advisory Council to strengthen university and community partnerships.

PREVIOUS POSITIONS

Assistant to the President for Equity, Inclusion, and Compliance
California State University, Bakersfield
September 2013 to August 2018

Responsibilities

Manage University wide compliance with California State University Executive Orders and policies pertaining to sexual misconduct, discrimination, retaliation, disability support and accommodations, and Jeanne Clery Act. Serve as the University's Title IX Coordinator, and Discrimination, Harassment, and Retaliation (DHR) Administrator, Section 504/ADA Compliance Officer, Whistleblower Act Administrator, and Clery Director. Oversee investigations and coordinate University response to complaints. Draft Annual Security report in collaboration with campus partners. Develop, organize, and facilitate non-discrimination, harassment prevention, Title IX, retaliation, and disability-related trainings for all constituencies of the University community. Respond to complaints against the University filed with the U.S. Department of Education—Office of Civil Rights (OCR), Equal Employment Opportunity Commission (EEOC), and the California Department of Fair Employment and Housing (DFEH). Member of the President's Cabinet.

Major Accomplishments

- Established the Title IX Advisory Committee in 2016 to advise the university on programming, response and prevention efforts against sexual misconduct.
- Established the President's AB-540/Undocumented Student Equity Taskforce to discuss and address issues faced by undocumented students and their families.
- Collaborated with the Vice Provost to create a training for tenure-track faculty search committees.
- Negotiated and drafted a memorandum of understanding with the Alliance Against Family Violence and Sexual Assault for victim advocate services on campus.
- Collaborated with Student Affairs to establish the Multicultural and Gender Equity Resource Center in 2017.
- Collaborated with the University Police Department to increase compliance with Jeanne Clery Act by redrafting Annual Security Report, establishing Campus Security Authority training, and review of reported crime statistics on campus. Established Clery Compliance Team in 2017.

Equity & Diversity Specialist California State University, Long Beach August 2012-August 2013

Responsibilities

Investigated and responded to complaints of discrimination, harassment, and retaliation filed by students, faculty and staff in accordance to the CSU Chancellor's Executive Orders, collective bargaining agreements, and state/federal laws. Managed the University's ADA accommodations program for faculty and staff. Advised, evaluated, and interfaced with students, faculty and staff, as well as departments, colleges, and administrative divisions, regarding issues of reasonable accommodations and/or modifications in accordance with the American Disabilities Act as amended. Developed, organized, and facilitated non-discrimination, harassment prevention, retaliation, and disability-related trainings for all constituencies of the University community. Managed the drafting of the University's Affirmative Action Plan. Member of the University's Accessible Technology Initiative (ATI) committee and ATI Procurement subcommittee.

Equal Employment Specialist (Bilingual-Spanish) U.S. Department of Commerce, Bureau of the Census April 2009-March 2012

Responsibilities

Planned, implemented, and evaluated all aspects of the Equal Employment Opportunity program in accordance with certain provisions of the Title VII Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act (ADEA) of 1967, Rehabilitation Act of 1973, Genetic Information Non-Discrimination Act for the Los Angeles Regional Census Center and 36 local Census Offices located throughout southern California and Hawai'i. Counseled parties involved in cases of alleged discrimination and draft counsel reports on informal resolution attempts in accordance with 29 C.F.R. 1604. Developed and conducted trainings for employees, managers, and supervisors on EEO laws and harassment. Provided guidance and advice on the technical aspects of the federal EEO complaint process to employees, applicants, and managers. Advised Regional Director and Assistant Regional

Director on areas of concern as related to federal EEO laws and suggested resolution. Interacted with management officials, legal department, and human resources department to obtain support in investigating and resolving complaints of alleged discrimination. Worked with management officials to ensure compliance of resolution and settlement agreements.

Major Accomplishments

- Processed and effectively managed a high case load, approximately 350 complaints in 3 years.
- Consistently collaborated with management at the Los Angeles Regional Census Center, Office of Equal Opportunity and Legal Counsel at Headquarters in Washington D.C. to process complaints, implement settlement agreements, and collect investigation documents.
- Developed and presented training for employees located at various local census offices. Created memorandums for management on diversity and EEO. Due to efforts, received the Diversity Champion and Leadership Award Recipient in 2011 for contributing significantly to diversity initiatives at the Census Bureau.

Bilingual Investigator/Conciliator City of Madison, Department of Civil Rights June 2007-April 2009

Responsibilities

Enforced Madison Ordinance 39.02, which mirrors Title VII Civil Rights Act of 1964, the Americans with Disabilities Act, Age Discrimination in Employment Act (ADEA), the Fair Housing Act and applicable portions of the Fair Labor Standards Act. Investigated complaints of discrimination in employment, housing, public accommodations, and credit. Mediated, conciliated, and negotiated the resolution of alleged discrimination complaints. Conducted community outreach and training to address issues of diversity and equal opportunity. Staff member to the City of Madison Equal Opportunity Commission.

UNIVERSITY SERVICE

2020-Present	University Police Advisory Council
2019-Present	Graduation Initiative 2025 Committee
2013-Present	President's Cabinet
2013-Present	President's Community Advisory Council
2013-Present	University Strategic Planning and Budget Advisory Committee
2015-Present	CSUB Representative, CSU Native American Initiative
2013-Present	University Council
2013-Present	CSUB Foundation Board (Non-Voting Member)
2013-Present	Behavior Assessment and Response Team (BART)
2016-2020	Latina/o Faculty and Staff Association Executive Committee
2014-2019	Disability Services Advisory Committee

GRANTS

Awarded, Principal Investigator, \$399,000, U.S. Department of Justice, Office of Violence Against Women, October 2023.

Dr. Martin Luther King Jr. Unity Award (2016), recipient of the inaugural student elected award granted to a staff or faculty who advocates for civility, unity, diversity, and inclusion on campus, California State University, Bakersfield

Special Recognition in Graduate Studies (2013), California State University, Los Angeles

Timothy Harding Scholarship Recipient (2012, 2013), California State University, Los Angeles

Mary Gromly Memorial Fellowship Recipient (2012), California State University, Los Angeles

3L Bar Scholarship Recipient (2007), Wisconsin Hispanic Lawyers Association

Bruce Beilfuss Memorial Scholarship Recipient (2006) for outstanding service to the law school community, University of Wisconsin Law School

Articles Editor (2004-2005), Wisconsin Women's Law Journal (currently Wisconsin Journal of Law, Gender, and Society)

PROFESSIONAL ASSOCIATIONS AND AFFILIATIONS

Wisconsin State Bar Association

National Association of Diversity Officers in Higher Education (NADOHE)

Hispanic Association of Colleges and Universities (HACU)

BOARDS & VOLUNTEER WORK

Trustee, Monterey College of Law, 2020-Present

Vision Committee Member, Women and Girls Fund, Kern County Community Foundation 2018-Present

Board Member, Kern County Hispanic Chamber of Commerce, 2018-Present

Council Member Chair, San Joaquin Advisory Council, Hispanic Scholarship Fund, 2017-Present

Hispanic Scholarship Fund, Gates Scholarship Reader & Interviewer, 2019 - Present

Board Member, Latina Leaders of Kern County, 2014-2017

Claudia N. Catota

Biography & References for CSU Bakersfield NAGPRA Committee

I would like to express my interest in serving on the CSU Bakersfield NAGPRA Committee.

I have a B.A. in African American Studies from UCLA, a M.A in Latin American Studies from Cal State L.A., a Juris Doctorate from the University of Wisconsin Law School, and am currently a Ed.D. student at Johns Hopkins University. While at the University of Wisconsin Law School, I was a member of the Indigenous Law Student Association and took courses on Federal Indian Law.

I currently serve as the Chief Diversity Officer & Special Assistant to the President at CSU Bakersfield and have served the university since 2013 in two executive roles. As the Chief Diversity Officer, I helped our University President establish the President's Native American Advisory Council to help build relationships with the local Native American community and support Native American students on campus. In addition, I have developed and established the first Tribal Liaison position for CSU Bakersfield and works directly with me to improve our working relationships with local tribes.

Since late 2022, I have served as CSU Bakersfield's Interim CalNAGPRA/NAGPRA Coordinator in addition to my Chief Diversity Officer responsibilities at CSUB. During this time I have facilitated campus visits for two California tribes to view campus collections. In addition, have virtually met with tribes to discuss campus collections with the campus archeological liaison. My goal has been to increase access and communication between Native American tribes and CSU Bakersfield.

There have been challenges at CSU Bakersfield but have been successful in working with multiple stakeholders in making progress towards our repatriation efforts. From working with faculty to academic leadership to state/federal agencies to consultants the work at times can get difficult. However, given my experience in law and diversity, equity, and inclusion, I have been able to advise our university leadership on the importance of our CalNAGPRA and NAGPRA responsibilities and continue to advance the work at CSU Bakersfield.

Claudia N. Catota
Biography & References for CSU Bakersfield NAGPRA Committee

References

Dr. Lynnette Zelezny
President
CSU Bakersfield
9001 Stockdale Hwy.
Bakersfield, CA 93311
lzelezny@csub.edu
661.654.2243

David Silva
Tribal Liaison
CSU Bakersfield
9001 Stockdale Hwy.
Bakersfield, CA 93311
dsilva@csub.edu
661.654.2411

Marcus Brown
Director, Equity, Inclusion, & Compliance
CSU Bakersfield
9001 Stockdale Hwy.
Bakersfield, CA 93311
Mbrown59@csub.edu
661.654.2713