DIVERSITY, EQUITY, AND INCLUSION AT CAL POLY

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Campus Dialogue: November 21, 2019, 9-10:30am
OVERVIEW

- Cal Poly Experience (CPX) background
- Why diversity, equity, and inclusion (DEI) are central Cal Poly goals
- Assessing DEI baseline (CPX results)
- Moving data to action
SHARE IT: CPX 1.0 (Winter & Spring 2019)
CPX Listening Sessions, CPX Survey

SHAPE IT: CPX 2.0 (Fall 2019, Winter & Spring 2020)
Strategic Diversity Leadership Institute, Toolkits, Dialogues, Action Plans

CHANGE IT: Tracking Our Progress (Ongoing)
Progress Reports
DEI AS A CAL POLY GOAL
Diversity, Equity, Inclusion and Excellence are intertwined

1. Essential for skill development
   - Develop multicultural competencies
   - Improve decision-making
   - Enhance personal growth by developing empathy

2. Knowledge incomplete without diversity, equity, and inclusion
   - Awareness of social justice issues to navigate across differences

3. Ensure equal access to opportunities and success
INCLUSIVE EXCELLENCE

Conditions that foster Inclusive Excellence

• Diverse student body, faculty, and staff
• Welcoming campus community
• Intergroup exchanges
• Curriculum and co-curriculum includes diversity, equity, and inclusion
Three Consistent Diversity, Equity, and Inclusion Objectives:

1. Recruit/Retain
2. Campus Climate
3. Curriculum & Co-curriculum
ASSESSING DEI BASELINE
CAL POLY EXPERIENCE SURVEY: CPX Study

Share it. Shape it. CHANGE IT.
## CPX STUDY: KEY CONCEPTS

<table>
<thead>
<tr>
<th>Demographics Characteristics</th>
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<tbody>
<tr>
<td>General Climate: Satisfaction/Dissatisfaction</td>
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<tr>
<td>DEI Climate: Hostile/Friendly; Sexist/Non-sexist; Racist/Non-racist</td>
</tr>
<tr>
<td>Feelings: Valued and Belonging</td>
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<td>Perceptions of Fair &amp; Equitable Treatment</td>
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</table>
KEY CPX FINDINGS

Findings revealed consistent pattern of negative experiences for underrepresented and underserved groups, including:

- Racial/Ethnic minorities (particularly African American/Black and Hispanic/Latinx)
- Cisgender women
- Non-binary respondents
- Lower socioeconomic status
- Sexual minorities
- Disabled
- First-generation college students

Reports available at: diversity.calpoly.edu
CAMPUS CLIMATE
DIVERSITY, EQUITY, & INCLUSION

Government/Policy Context
Sociohistorical Context

Psychological Climate
• Feeling excluded
• Feeling decreased sense of belonging
• Acknowledgement of need to change

Historical Legacy of Inclusion/Exclusion
• Exclusion of women
• Expressions of racism

Behavioral Dimension
• Interactions across difference
• Classroom diversity

Structural Diversity
• Diversity of student body
• Diversity of faculty and staff

Strategic Diversity Leadership Dimension
• Structures
• Policies
• Practices

Internal Factors

External Factors

Adapted from Hurtado et al., (1998); Williams et al., (2019)
CAMPUS CLIMATE

• Think of a time you felt truly included:
  • What factors made you feel included?
  • What does inclusion look, feel, sound like?

• How could those factors be recreated at Cal Poly?
  • What are some concrete ways Cal Poly can foster inclusion?
ACTION PLANNING
Phases of Strategic Diversity Leadership

Data Gathering
- Collective Impact
- Listening Sessions
- CPX Survey
- GI 2025

Action Plan
- Accountability
- Infrastructure
- Incentives
- Resources

Metrics
- Graduation Rates
- Retention Rates
- Progress Reports
# Current Milestones

<table>
<thead>
<tr>
<th>OCT. &amp; NOV.</th>
<th>DEC. &amp; JAN.</th>
<th>FEB. &amp; MAR.</th>
<th>APR.</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Strategic Diversity Leadership Institute</td>
<td>• OUDI Office Hours</td>
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<td>• Action Plan Share-out at Townhall Meeting</td>
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<tr>
<td>• CPX Results and Recommendations</td>
<td>• Action Planning and Trainings</td>
<td>• IXL A Guest Lectures</td>
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<tr>
<td>• Campus Dialogues</td>
<td>• Activation Toolkits and Videos</td>
<td>• Action Plan Coaching and Support</td>
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<td></td>
<td>• IXL A Guest Lectures</td>
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<td>• Campus Dialogue</td>
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3 LEVELS OF ACTION PLANNING

University
3 Goals

Dept/Unit
Ways to Achieve Goals

Self
Awareness, Skills, Knowledge, Self-care
UNIT/DEPARTMENT/COLLEGE ACTION PLANNING

Recruit/Retain

Campus Climate

Curriculum & Co-curriculum

- Goals
- Subgoals
- Timeline
- Accountability
- Resources
- Infrastructure
- Incentives
- Progress metrics

University Strategic Plan Priority #3
## Personal DEI Planning

<table>
<thead>
<tr>
<th>Awareness of DEI Issues</th>
<th>Develop Skills to Address Issues</th>
<th>Apply Knowledge</th>
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<tbody>
<tr>
<td>• Courses</td>
<td>• Courses</td>
<td>• Identify spheres of influence</td>
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<tr>
<td>• Books</td>
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<td>• Listening to others</td>
<td>• Talks</td>
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<tr>
<td>• Implicit Associations Test</td>
<td>• Conferences or trainings</td>
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### CP Examples

- “State of” Events
- USCP, WGS, ES Courses
- CTLT Book Circles
- Guest Speakers
- CTLT TIDE, workshops
- Pride, UndocAlly trainings
- USCP, WGS, ES Courses
- Friendship circle
- Clubs/organizations
- Department
- Unit
PERSONAL DEI PLANNING: SELF-CARE

Remember: You can’t give from an empty well.
PERSONAL DEI PLANNING

• How will you increase your awareness of DEI issues?
  • Are there ways OUDI can support these goals?

• How will you increase your DEI skills?
  • Are there ways OUDI can support these goals?

• How do you plan to apply your DEI skills to address issues at Cal Poly?
  • Are there ways OUDI can support these goals?

• How do you engage in self-care?
  • How could OUDI support you in that goal?
INCLUSION STARTS WITH US

Visit Our Website to Stay Connected

diversity.calpoly.edu