
Diversity and Inclusion Action Initiatives

This document integrates the Cal Poly **Diversity Action Initiatives document** released in spring of 2018 and the **Collective Impact recommendations** with the Office of University Diversity and Inclusion section of the **Cal Poly Draft Strategic Plan** — strategic priority No. 3, to “enrich the campus culture of diversity, equity and inclusion.” Under that priority are four goals:

1. Create an aligned and cohesive diversity and inclusion focus across the university that will enable Cal Poly to advance its mission of Inclusive Excellence.
2. Create and sustain a more inclusive, equitable and diverse university community that is reflective of the state of California.
3. Prepare all students for their future through an education that includes diversity learning and reflects the principles of Inclusive Excellence.
4. Further develop a campus climate that reflects the values of diversity, equity and inclusion.

STATUS CODE LEGEND

- Completed Program/Initiative
- Ongoing Action/Initiative
- Future Action/Initiative
- Recommended Action/Initiative from Collective Impact Strategy Groups

CAL POLY

Office of University
Diversity & Inclusion

Strategic Goal 3A: Create an aligned and cohesive diversity and inclusion focus across the university that will enable Cal Poly to advance its mission of Inclusive Excellence.

RATIONALE: For Cal Poly’s diversity and inclusion efforts to be impactful, care must be taken to ensure that goals at the department, unit and college levels are consistent with university-level objectives. Each unit must have a lead to oversee diversity efforts to not only examine whether strategies are coherent, but also assess them with regularity to examine whether or not they are successful.

TYPE OF INITIATIVE	INITIATIVES/ACTIONS
Center/Space	<ul style="list-style-type: none"> ● Established a Multi-Cultural Agricultural Program Center in the College of Agriculture, Food and Environmental Sciences provide academic and personal support to undergraduate students of all cultural backgrounds. ● Administers the Lois Stokes Alliance for Minority and Underrepresented Student Participation in Science, Technology, and Math (STEM) program and the CSU STEM VISTA program in the College of Science and Mathematics, to support undergraduate students who face or have faced social, educational, and/or economic barriers to careers in STEM fields. ● Create a Conflict Resolution Center for students to offer a voluntary, neutral and confidential process to assist students in finding a solution to conflict in a fair way. Create an American Indian and Indigenous Research and Cultural Center for students, faculty, staff and the community, for campus member to find community.
Clubs/Organizations/ Committees	<ul style="list-style-type: none"> ● Established the Asian-Pacific Islander Chapter, the Chicano/a Latino/a and Indigenous Alumni Chapter, and the Black Alumni Chapter of the Cal Poly Alumni Association for students to make connections and find community. ● Created chapter positions for diversity and inclusion in fraternities and sororities to implement and maintain chapter-specific diversity and inclusion education plans. ● Re-established the Interfaith Campus Council to build community. ● Created an Advisory Committee on Diversity and an Education Outreach Program (EOP)/Outreach Student Position in Kennedy Library to provide advice and recommendations to the Library Management Team on matters relating to building and sustaining a librarywide culture of inclusion. ● Created a Student Committee on Diversity and Inclusion in the College of Architecture and Environmental Design to help advise the college from the perspective of students. A faculty committee on diversity and inclusion was also formed to to work with and mentor students. ● Every college will have a faculty and staff committee that addresses diversity issues (diversity becomes everyone’s business).

Outreach/Communications

- Will host a Collective Impact Strategic Action Plan Open Forum.
- Develop a diversity plan that will enable integration of diversity and inclusion across divisions, colleges, departments and other units (diversity becomes everyone's business).
- Develop an annual Inclusive Excellence Progress Report to share progress on diversity and inclusion work.
- Create a comprehensive Diversity Action Plan for the division of Student Affairs.

Personnel

- Established **vice president** and associate vice president for diversity and inclusion positions to lead diversity and inclusion efforts at Cal Poly.
- Increased the number of professional staff in the **Cross Cultural Centers** to strengthen services and programs to support students under the shared values of family, diversity, learning, growth and advocacy.
- Appointed associate deans whose positions include diversity and inclusion as significant parts of their duties in all six colleges to lead efforts to foster an inclusive environment in their respective areas.
- Hired an inclusive excellence specialist in the **Center for Teaching, Learning and Technology** to enhance the campus climate for inclusion and diversity through instruction by working with faculty to create more inclusive learning experiences for all students.
- Created a cross cultural advocacy resident advisor position in University Housing to connect students living in housing with diversity and inclusion resources and events.

Policy/Procedure/Program

- Established the **Bias Incident Response Team** with Dean of Students Office to support and provide resources to those who report and/or witness acts of bias in the campus community.
- Use a **Collective Impact Framework** to bring synergy to diversity and inclusion work across campus.

Strategic Goal 3B: Create and sustain a more inclusive, equitable and diverse university community that is reflective of the state of California.

RATIONALE: It is Cal Poly’s moral imperative to recruit and retain underserved and underrepresented students (underrepresented minorities, first generation, low income, women in male-dominated fields, etc.).

TYPE OF INITIATIVE	INITIATIVES/ACTIONS
Center/Space	<ul style="list-style-type: none"> ● Created the Veterans Success Center to provide a welcoming environment for veterans and dependents. ● Established the Black Academic Excellence Center to support the advancement and excellence of black students and black student groups within the Cal Poly community. ● Created the Dream Center and hired a full-time coordinator to offer a safe, inclusive space for all undocumented students, those from mixed-status families and their allies. ● Created an EOP Living and Learning Community to create connections, support and community. ● Is currently expanding the Multicultural Center spaces to increase its reach on campus and cater to students who have multiple identities. ● Will identify a community space for EOP and TRIO Achievers Program to further support student academic, personal and professional growth. ● Will create an Interfaith Center to promote dialogue and understanding among different faith traditions.
Outreach/Communications	<ul style="list-style-type: none"> ● Has robust outreach programs including “Partners Program,” “Partners Ambassadors,” and “Hometown Heroes,” which provides California with outreach and access services for schools serving communities with substantial numbers of first-generation or low-income students and families. ● Conduct faculty and staff focus groups to identify areas of support, challenges and barriers to recruitment and retention, and use this information to strengthen our retention strategies to be consistent with the knowledge gained. ● Conduct focus groups on why students stay and use this information to strengthen our retention strategies to be consistent with the knowledge gained.

- Pursue recommendation by the Collective Impact Recruit and Retain Strategy Group that there be strategic coordination of efforts to publicize diversity and inclusion resources to all Cal Poly community members, and that the university develop mentoring programs within each division for faculty and staff of color and from other underrepresented groups.

Personnel

- Hired a **multicultural advisor** in the College of Liberal Arts, who runs a program to provide students with opportunities to build a community and attain resources that will bring them closer to achieving their personal, academic and professional goals.
- Will increase staff and expand space of the Black Academic Excellence Center to further support the advancement and excellence of black students and black student groups on campus.
- Pursue recommendation by the Collective Impact Recruit and Retain Strategy Group to provide additional resources (staff and programmatic funding) for the Cross Cultural Centers and that there be creation of a universitywide snapshot of student volunteers and paid positions around recruitment and retention of underrepresented students.
- Pursue recommendation by the Collective Impact Recruit and Retain Strategy Group to provide Admissions and Recruitment additional resources in staffing, programming and targeted scholarship programs to recruit underrepresented minority students.

Policy/Procedure/Program

- Eliminated “Early Decision,” as the process was discovered to have disadvantaged low-income students.
- Created the **“Cal Poly Scholars” Program**, which recruits low-income and first-generation students to attend Cal Poly.
- Initiated the **Cross-Cultural Experience** during Week of Welcome (WOW) to form a community for students who identify as a member of an underrepresented group including, but not limited to: various racial and ethnic backgrounds, gender identities, citizenship, sexual orientations, and economic class.
- Created a Cal Poly Core pre-orientation for Black, Latinx and Native American students to enhancing a sense of belonging among students prior to WOW.
- Increased funding to expand **Poly Cultural Weekend**, which is designed to acquaint prospective students to the Cal Poly University by exploring academic, cultural, and social resources of the institution.

- Created Housing Grant for low-income students, and has expanded **gender-inclusive housing** to all 12 learning communities in University Housing to create accepting and comfortable communities for all students living within University Housing.
- Provided scholarships to assist low-income students in attending WOW.
- Runs the **BEACoN Mentor program**, which connects underrepresented students to faculty mentors and expanded the program to include a research mentoring component out of OUDI.
- Oversees the **Poly Reps program**, which provide campus tours to schools with high volumes of underrepresented students.
- Requires a diversity statement from candidates for all faculty searches to further increase inclusive teaching strategies across the university.
- Hires faculty who demonstrate value towards diversity and inclusion by utilizing **cluster hires** every other year to further increase inclusive teaching strategies across the university.
- Has proposed and received funds from the CSU for diversity cluster hire support, called the "Advancing Faculty Diversity Plan."
- Revised **campus procedures for recruiting tenure-track faculty** to attract candidates from diverse backgrounds to develop a campus community that more closely resembles the demographics of California.
- Has formed a universitywide steering team developing a proposal for National Science Foundation ADVANCE grant focused on recruitment and retention of women and marginalized faculty in STEM disciplines in the College of Engineering.
- Collaborates to support the Academic Support Network, which provides equal access to free academic support services for all students.
- Offers diversity and inclusivity fellowship awards to faculty in the Orfalea College of Business to promote and recognize faculty research and scholarship contributions in the area of inclusion and diversity.
- Provides retention support of underrepresented students through the **Multicultural Engineering Program** and the **Society of Women Engineers**; and has provided outreach to K-12 students, particularly from under-represented students, through **EPIC**, **Society of Hispanic Professional Engineers**, **National Society of Black Engineers**, and more in the College of Engineering, to recruit, retain and graduate students who continue to remain underrepresented in engineering.

- Established a “Data Champions Initiative,” which was established to promote the use of data-informed decision-making to support student success in partnership with Academic Affairs, Student Affairs, and Administration and Finance.
- Hosts the Summer Institute program for **EOP** and **TRIO Achievers** students to inspire, inform, empower and contribute to the success of under-represented students by supporting students’ academic, personal and professional growth.
- Created a dedicated space for **meditative reflection and prayer** in Kennedy Library.
- Developing programs and services to support native and indigenous students.
- Ensure applicant pools demonstrate commitment to Cal Poly’s diversity and inclusion goals vis-à-vis their research, teaching and/or service by having candidate lists approved by OUDI.
- Develop strategies to engage and retain staff, which may include providing mentors, networking and professional development opportunities.
- Develop strategies to strengthen our pipeline of faculty, staff and leadership with a demonstrated commitment to diversity and inclusion.
- Will expand the BEACoN mentor program to include staff and alumni.
- Use student data being collected by university advising to support implementation of new programs specifically targeting identified equity gaps and risk factors.
- Will create a program to serve students who were part of the foster care system.
- Will provide programmatic funding for the newly established DREAM Center to further efforts to offer a safe, inclusive space for all undocumented students, those from mixed-status families, and their allies..
- Will develop a program to serve the needs of students who meet the criteria for EOP and/or TRIO Achievers but who are unable to be supported due to funding.
- Further develop a culture that appreciates and values transfer students and establishes better partnerships with community colleges to increase new transfer student numbers.

- Monitor demographics of student yield on an annual basis (comparing number of applicants to those who accept), and other important correlates that would affect yield (i.e., partner school outreach efforts and demographics of partner schools, alumni network recruitment, etc.). Of particular attention is monitoring the university's movement toward becoming a Hispanic Serving Institution (HSI).
- Establish college diversity awards in each college to recognize diversity and inclusion work.
- Pursue recommendation by the Collective Impact Recruit and Retain Strategy Group to use the data being collected by the Data Champions Initiative to support implementation of new programs specifically targeting identified gaps and risk factors.
- Pursue recommendation by the Collective Impact Recruit and Retain Strategy Group that all staff recruitments provide a statement about the role of diversity and inclusion in higher education as a supplemental question in all applications and answer a question about diversity and inclusion during the interview process; that the university implement the exit interview protocol that includes exit interviews for all permanent Cal Poly employees; and, in collaboration with Academic Personnel, that the university create a housing liaison position to assist newly hired faculty and staff transition to the San Luis Obispo County community.
- Pursue recommendation by the Collective Impact Curriculum Strategy Group that the faculty interview process with regard to diversity question(s) should be expanded to the staff interview process so as to assess staff candidates' past experience related to diversity and social justice driven initiatives; reviewed by OUDI, etc.

Strategic Goal 3C: Prepare all students for their future through an education that includes diversity learning and reflects the principles of Inclusive Excellence.

RATIONALE: Cal Poly should infuse diversity, inclusion and social justice into the curriculum to advance socially relevant instruction and prepare all students for the future.

TYPE OF INITIATIVE	INITIATIVES/ACTIONS
Clubs/Organizations/ Committees	<ul style="list-style-type: none">● Pursue recommendation by the Collective Impact Curriculum Strategy Group to establish a group on campus for young professionals who are devoted to diversity topics and work. This group would be a place where mentoring, professional development and other topics would be presented in addition to having social events and opportunities for networking and mingling.
Outreach/Communications	<ul style="list-style-type: none">● Pursue recommendation by the Collective Impact Curriculum Strategy Group for each college/unit to increase their explicit commitment to increasing diversity and inclusion awareness, knowledge and skills specifically in attracting (and successfully hiring) applicants that value these areas by having each college develop a College Diversity Statement, a position description for an associate dean position that will incorporate specific and significant responsibility regarding diversity and inclusion, and requiring statements of diversity and inclusion for all academic positions.
Personnel	<ul style="list-style-type: none">● Pursue recommendation by the Collective Impact Curriculum Strategy Group that Cal Poly commit to universitywide cluster hires focused on diversity and inclusion such that these hires occur every two to three years to have a cumulative effect. Sources of funding for money toward new faculty hires should be identified by the Provost's Office, and cluster hires that focus on staff also be considered (with an emphasis on experience with underrepresented students and relevant topics).
Policy/Procedure/Program	<ul style="list-style-type: none">● Implemented a new policy that Diversity Learning Objectives are to be considered in proposing any new course in the College of Liberal Arts and has added diversity-related course requirements in many of the majors in the college; created a new Queer Studies minor and Diversity Learning modules in the college.

- Created Instructional Innovation workshops showcasing inclusive pedagogy in the **Center for Teaching, Learning and Technology (CTLT)** so faculty members, by promoting inclusion and diversity in course redesigns, can help departments and colleges make progress on their inclusion and diversity goals and contribute to a more inclusive campus community.
- Updated the **University Diversity Learning Objectives** and **United States Cultural Pluralism** course requirements in Academic Programs and Planning and Academic Senate so all students who complete an undergraduate or graduate program at Cal Poly should be able to make reasoned decisions based on a respect and appreciation for diversity.
- Will engage the entire campus in a self-study on the theme of “Diversity, Inclusion, and Student Success” as the thematic pathway for reaffirmation of the Western Association of Schools and Colleges (WASC) accreditation in Academic Programs and Planning.
- Will be a General Education (GE) redesign with a greater emphasis on diversity and inclusion.
- Infuse outcomes related to diversity and inclusion throughout the GE curriculum.
- Create Program Learning Outcomes (PLO’s)/Course Learning Outcomes in every degree program to assure that students learn about diversity and inclusion in the disciplines and professions.
- Expand the Intergroup Dialogues (IGD) to reach a wider range of students.
- Will provide a variety of options for curriculum workshops through the CTLT to better meet the needs of faculty.
- Will work with the Academic Senate to pass resolutions in support of diversity and inclusion relevant to curriculum.
- Create multiple touchpoints in the co-curriculum, including housing and orientation programs, which foster an awareness of relevant issues, skills to navigate differences (i.e. cultural competency and a sense of community).
- Pursue recommendation by the Collective Impact Curriculum Strategy Group to create a “First Year Experience” for all new faculty that consists of attending a specific number of activities to increase cultural competence before full teaching loads are in place. Examples of activities might include a CTLT Book Circle, Implicit Bias Training, UndocuAlly training, and participation in the CTLT Summer Diversity in the Curriculum workshop.

- Pursue recommendation by the Collective Impact Curriculum Strategy Group that the University Diversity Learning Objectives become University Learning Objectives and be utilized as Course and Program Learning Objectives in all course proposal and course/program reviews/assessments.
- Pursue recommendation by the Collective Impact Curriculum Strategy Group that the tenure and review (RPT and WPAF) process include a review of diversity and inclusion efforts.
- Pursue recommendation by the Collective Impact Curriculum Strategy Group to expand the current United States Cultural Pluralism (USCP) requirement to two courses (a lower and upper division), and that the university recast/re-name USCP to reflect a more critical engagement with issues of diversity (e.g. “critical race and intersectional studies”). As is currently the case with USCP, this two-course requirement would be fulfilled through the GE program, not as an addition to it. Courses must be reviewed and approved by a committee of scholars with expertise in ethnic studies, queer studies, and/or women’s and gender studies.

Strategic Goal 3D: Further develop a campus climate that reflects the values of diversity, equity and inclusion.

RATIONALE: The university needs to develop strategies and actions that will move the campus climate toward one that reflects the values of diversity and inclusion in order to increase the well-being of all individuals at Cal Poly. For Cal Poly to build a campus culture that is inclusive and welcoming, every member of the Cal Poly community needs to see themselves as someone who has a responsibility to make all members of the community feel welcome students for the future.

TYPE OF INITIATIVE

INITIATIVES/ACTIONS

Clubs/Organizations/
Committees

- Leads a Learning Community that highlights diversity and inclusion topics in Academic Programs and Planning Learning Community with focused readings on leadership, diversity and inclusion in the workplace, and related topics.
- Weaves diversity and inclusion into all student leader training across advising, mentoring and tutoring programs in the Orfalea College of Business.
- Will coordinate a **Student Diversity Advisory Committee** to provide students’ perspectives on campus climate and suggest activities for addressing diversity and programs to increase awareness and understanding across all ethnic, racial, cultural and other groups on campus.
- OUDI will meet regularly with all **faculty staff association** meetings and host “community gatherings” that are coordinated through the FSAs and sponsored by OUDI.

Outreach/Communications

- Develop diversity and inclusion branding for the university, and integrate it into Cal Poly brand.
- Pursue recommendation by the Collective Impact Campus Climate Strategy Group to communicate clear expectations that everyone is responsible for diversity work campuswide, and that individuals/departments/divisions should be positively recognized for such work.
- Pursue recommendation by the Collective Impact Campus Climate Strategy to provide a report out (state of diversity) in fall quarter and a Town Hall in spring quarter.
- Pursue recommendation by the Collective Impact Campus Climate Strategy Group to provide a consistent platform for students, faculty and staff to express feedback about campus climate to administration and other decision-makers.
- Pursue recommendation by the Collective Impact Campus Climate Strategy Group to communicate clear expectations of conduct with associated accountability systems.