Academic Senate
OUD&I Update
Climate Survey  -----  Framework Goals  -----  Current Actions

- ‘Expand outreach for admissions, hiring, and opportunities’ - Diversify the Campus Community - Cultivate Diversity

- ‘Participants are equally welcomed, equally valued, and equally heard’ - Support and Retain a Diverse Campus Community - Foster Inclusion

- Increase level of respect for needs, abilities, & potential’ - Enhance Campus Climate - Facilitate Respect

- ‘Provide the same opportunities for all to succeed and graduate; foster equity and excellence in all aspects of the university’ - Exemplify Inclusive Excellence - Ensure Equity for Excellence
Campus Climate

- Respect
- Harassment
- Bullying
- Micro-aggressions
- Belonging
- Professional Development
- Cultural Competence

Diversity and Inclusion Mapping

- Salaries
# Academic Affairs—The Colleges

## College of Science & Math
- **Associate Dean for Student Success, Inclusion and Diversity (A)**
- **LSAMP**
  - Undergraduate Research Initiatives (A)
  - Undergraduate research experiences for students from underrepresented and underserved groups (S)
  - Financial support (S)
  - Events during Career Services’ annual “Graduate School Week” (S)
- **CESAME**
  - CSU STEM VISTA
  - AmeriCorps Host Site (A)
  - STEM Outreach Training (S)
- **Noyce Science Scholars program (S)**

## College of Engineering
- **Industrial Advisory Board, A**
- **Strategic Framework, A**
- **Multicultural Engineering Program, S**
- **MEP Computer Lab and Study Room, S**
- **Women’s Engineering Program (S) (O)**
- **EPIC (O)**

## College of Architecture and Environmental Design
- **Departmental Goals**
- **Diversity Statement (A)**

## College of Business
- **Multicultural Business Program (S)**
  - Dedicated advisor to support underserved populations (S)
  - Orfalea Travel Grant (S)
- **Leadership Beyond the Resume (S)**

## College of Liberal Arts
- **Student Diversity Committee (S) and Faculty Diversity Committee (A)**

### Women & Gender Studies
- **Queer Studies Working Group (A)**
- **Campus Partners group (St) (F)**
- **Central Coast Coalition for Inclusive Schools (O)**
- **Student & Staff Awards (S) (St)**
- **Scholarships (S)**
- **Outstanding article award (S)**
- **Sprinkle Journal (S) (F)**
- **The Dinner Party Celebration (A)**
- **Speaker Series (A) (O)**
- **Susan Currier Visiting Professorship (F)**
- **Annual Harvey Milk Day Picnic (O)**

### Anthropology
- **Advancing Cultural Change (S)**

### Psych & Child Dev.
- **Commitment to Diversity (A)**

### Ethnic Studies
- **Recognition Awards (S)**
- **Speaker Series (A)**
- **Student/Faculty Discussion Series (S)**

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(O) Other  (S) Students  (St) Staff  (F) Faculty  (A) All of Campus

Fosters Inclusion  Cultivates Diversity  Facilitates Respect  Ensures Equity
2016/17 Goals

• Assist departments/college in developing a written diversity and inclusion statement – including goals and metrics

• Connect efforts of each division, college, program & department to the diversity/inclusion strategic change effort

• Establish benchmarks for change in each of the areas identified within the CCS/Framework Goals

• Identify areas being addressed and those needing more attention

• Provide training to search committees, departments, and groups on unconscious bias

• Expand training on recruiting strategies for reaching a diverse and qualified candidate pool
Academic Senate

- Discuss and define the role of the Academic Senate in supporting the campus diversity and inclusion strategic imperative
- Consider drafting a resolution that supports the inclusion of a diversity statements as part of the application/hiring process
- Consider supporting as part of the RPT process the contributions to creating a diverse and inclusive classroom environment
- Assist in developing a department/college diversity/inclusion plan
- Discuss and consider a campus policy/guidelines around partner, opportunity and targeted hires as a strategy to increase campus diversity
Questions?