Cal Poly—Efforts to improve campus climate/diversity/inclusion, 2012-2015

January 7, 2016

Campus Wide

- Created of the Office of University Diversity and Inclusivity (OUDI) with Executive Director and Executive Assistant (2013).
- Added a second full-time staff position in OUDI (pending hire; start date early 2016).
- Developed and implemented a full-blown Campus Climate Survey (2014).
- Revised campus “Search and Screen” processes to support equity, increase diversity of candidate pools, and include training for search committees. Developed “unconscious bias” workshops to support recruitment efforts.
- Re-established relationships with Native American community, particularly Chumash Tribal leaders.
- Created the Cal Poly Scholars program (grown from approximately 15 students in 2012 to over 200 in 2015; now in four colleges). The program provides scholarships, academic support, and programming for students from Partner High Schools, primarily URM’s, low-income, and first-generation students.
- Hired a full-time program director for the Cal Poly Scholars program (2014).

Academic Affairs

- Created the BEACon Mentor Program (mentoring program that intentionally connects URM students with faculty). Three faculty members are released halftime from their teaching schedule to run the program. Approximately 30 faculty members are officially involved as mentors.
- Hired an expert to infuse multiculturalism into the curriculum (housed in the Center for Teaching, Learning, and Technology). She works with individual faculty members and departments, and offers workshops to support faculty in developing curriculum.
- Hired a faculty member part-time to research the Hispanic male student experience at college.
- Added staff and resources to the Admissions and Recruitment unit to work with Partner high schools to increase students applying and enrolling at Cal Poly from those schools.
- Increased investments in EPIC (Engineering Possibilities in College) which brings primarily URM and under-served pre-college students to campus in the summer. Program increased in size and changed from a day program to a residential program.
- Established partnership with the Fortune Schools in Sacramento.
- Added a tenure track faculty line in the Ethnic Studies major (2014).
- Additional investments in LSAMP (Louis Stokes Alliance for Minority and Underrepresented Student Participation) to support and stabilize program
- Created the Cal Poly International Center. Hired a Director and added staff and program funding (2012-2015).
- New center for English Language instruction to open fall 2016.
• Started the VISIT Program (Visiting International Students Invited to Cal Poly) to bring international non-matriculated students to Cal Poly for short-term periods of study (2013).
• Added an expert in international student recruitment and admissions to support international students interested in studying at Cal Poly.
• Formed a task force to review the USCP offerings on campus to revise and update the curriculum (2015). Work in progress.
• General Education 6-year program review underway. Self-study completed summer, 2015, with site visit scheduled January, 2016.

Student Affairs
• Doubled the size of the cross cultural center staff over past 18 months, from 3 to 6 staff, adding coordinators focused on African American, Native American, Latino, and International student affairs.
• Created distinct cultural center spaces for the Gender Equity Center (previously shared space with SAFER) and the Veteran’s Success Center.
• Hired a coordinator for the Cal Poly Scholars Program with CSU Student Success funding.
• Funded $15,000 in signage to convert single stall restrooms to all-gender restrooms.
• Designed Student Housing South with 100% all-gender restrooms.
• Student Affairs Fall ReCharge (our day of professional development) focused in 2015 on our individual commitments to creating an inclusive campus climate.
• Intentional hiring of more diverse staff in the Dean of Students area, Counseling Center, Career Services.
• $100K in scholarships to SOAR and WOW for low income students.
• Launched a “Words Matter” educational series as part of orientation, designed to help Students use more inclusive language.
• Re-prioritized budgets to increase Summer Institute spaces by 50 students, doubling the size of the program.
• Created “Connections” program in the Disability Resource Center to provide cultural capital acquisition to students with Asperger’s Syndrome.
• Managing a 584% increase in students qualifying for support from the Disability Resource Center.
• Provided culturally competent health care training for all Campus Health and Wellbeing providers.