

Diversity and Inclusion Action Plan

Spring 2016

Ideas proposed that are already underway or will be supported by administration upon appropriate consultation in 2016

Suggested Action Item	Senior Sponsor	Owner	Start Date	Expected Completion Date	Current/Future Actions
Include more diversity education in Week of Welcome	Vice President for Student Affairs	Director of New Student and Transition Programs	February, 2016	Summer 2016	<p>A. Expanded Training - Spring, 2016 Training (900 student leaders and professional staff)</p> <ul style="list-style-type: none"> • Facilitating tough topics – leaders were exposed to methods and practices to encourage open discussion within a safe environment • Respect, Diversity, Inclusion and Privilege training with director/coordinators of Cross Cultural Centers (CCC). Leaders trained on protocol for reporting bias incidents and resources for students to express concerns; situational training on incidents that have happened to students in their past • Individual Bias/Micro Aggressions and How They Relate to the students we orient • OUDI Coordinator trained student leaders on facilitating conversations of privileges and equity • Training to increase understanding of how orientation is experienced differently by each participant’s distinct background • Evaluating bias-related problem scenarios and learned to develop appropriate response • Expanded knowledge of inclusion on campus to create an environment that welcomes all students • Allyship (Pro-staff with CCC Staff on Race & Class) <p>B. Increased programming to include both new students and their supporters during Summer, 2016 Orientation Programming on Respect & Diversity Sessions During Summer Orientation for both Students & Supporters,</p>

					entitled “Discovering Differences” – will address current climate on Cal Polys campus in terms of respect, diversity, inclusion and privilege; define identities and vocabulary surrounding social identities; provide resources to access in case of a bias incidents; small group discussions following the presentations on privilege and equity. C. Introduce “Inclusion Starts with Me” initiative during SLO Days and Week of Welcome. D. Facilitated development of affinity/specific interest based activities for Fall orientation.
Consider an anonymous online reporting system to add to already existing services	President	Office of Diversity and Inclusivity	Winter Quarter 2016	Fall Quarter 2016	<ul style="list-style-type: none"> • OUDI scheduled spring meeting with legal counsel to review an additional anonymous reporting resource through OUD&I or other campus entity. Further discussion with campus leadership on parameters of the necessity for an additional resource or better marketing of existing resources. Currently, anonymous reporting options include the Ombuds Office and UPD.
Develop anti-stigma education around mental health issues in the student community	Vice President for Student Affairs	Health Education and Counseling	Winter Quarter 2016	Fall Quarter 2016	<ul style="list-style-type: none"> • Campus conducted annual anti-stigma education in spring around mental health awareness and suicide prevention. Pulse, Counseling Services, Student Affairs Reuling Volleyball Tournament, and Housing provided programs to raise awareness. Programs were scheduled and delivered in May, 2016. • Mental Health First Aid training offered on campus during Spring quarter • Additional efforts were provided to reach the Queer community and raise awareness of depression/suicide
Collaborate with ASI to look at policies and bylaws to promote under-represented student involvement in student government	Vice President for Student Affairs	Executive Director of ASI	Underway	Spring Quarter 2017	<ul style="list-style-type: none"> • ASI Student Government increased communications during winter quarter through student outreach activities and the “Make your Mark campaign.” Focus was on structure, process and work conducted by ASI student government. • ASI Student Government created a new budget line item to support diversity programming. ASI provided additional funding to the CCC for programming and outreach, 2015 &16.

					<ul style="list-style-type: none"> • ASI Student Government created a liaison position in Executive Cabinet to act as the representative to work with the CCC and the SDAC. • ASI BOD created an Ad Hoc Committee for Election Finance Reform. • Diversity training added to Student Government Professional Development series for 2017. • Increased communication of campaign Fee waiver information for candidates beginning 2017. • Created Candidate Printing Services for providing poster printing for Board of Director and Presidential candidates. • Collaboration with CCC and OUDI to have diversity (comedy/performance October 6-7 • Collaboration with MCC and DOS for CultureFest October 15 • Day of the Dead concert in the Plaza November 3 • CAFES: Increase diversity and Inclusion training for CAFES Student Council and MAP Center student peer mentors.
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Include standards for diversity and inclusion in Greek organization review process	Vice President for Student Affairs	Dean of Students	Underway	Fall Quarter 2016	<ul style="list-style-type: none"> • Greek councils conducted a review winter quarter of the Standards of Excellence and affirmed their commitment to diversity; identified best practices. • Diversity/Inclusion training conducted at January Greek Summit for all chapter presidents and exec board members. • USFC hosted cultural workshops in spring for IFC/PHA. • Develop and implement a joint marketing program for all three councils for Rush Week 2016. . OUD&I will review plan prior to implementation.
Increase opportunities for under-represented groups to connect with each other during WOW	Vice President for Student Affairs	Director of New Student and Transition Programs	Underway	Summer 2016	<ul style="list-style-type: none"> • Introduced an Affinity Programs Working Group. Comprised of students & staff from the Cross Cultural Centers and NSTP formed a program planning group for new activities, programming and offerings to new student during WOW. The affinity groups represented include members of OUR (Orientation for United Raza), Queer Student Union, SLO Solidarity and the NSTP Orientation Board. The goal is to connect under-represented students with each other, with their living community neighbors and with faculty & staff. The group expects to expand interest over the next year to include representation other affinity/specific interest areas and groups.
Improve diversity and inclusion training for housing staff, both student and professional staff	Vice President for Student Affairs	Executive Director of Housing	Underway	Winter Quarter 2017	<ul style="list-style-type: none"> • 2016 Spring trainings to CSD and RA (student and RL&E professional staff). • Social Identity and Privilege - Individual Bias & Micro Aggressions and How They Relate to the Work we do with Students. • Campus Resources 2016 Training - related to inclusion (student and RL&E professional staff). • Awareness/Diversity/Inclusion Vision. • Creating Inclusive Communities. • Individual Bias/Micro Aggressions and How They Relate to the Work we do with Students (Part 2) * Continuation from Psych 251.

					<ul style="list-style-type: none"> • Allyship (what does this mean and how do we achieve this? * How do we better support our underrepresented groups? • Housing Administration Front Office Staff Training: LGBTQ training for all Housing Administration front office staff. • Fall Quarter 2016 Cultural Communication Workshops for all Custodial Staff.
Create a position in the cross-cultural centers(CCC) that provides support for all of our culturally based clubs and organizations; to include culturally based Greek organizations	Vice President for Student Affairs	Dean of Students	Underway	Fall Quarter 2017	<ul style="list-style-type: none"> • The CCC currently has six coordinator positions: MCC coordinator, Pride coordinator, Gender Equity coordinator, American Indian/Indigenous coordinator, African American coordinator, Hispanic/Latino coordinator. With recent changes in the Dean of Students office and the CCC leadership, the CCC structure is being reviewed to better provide support for all of our culturally based clubs and organizations. This review should be completed during Fall, 2016. • Additional coordinator positions will be considered as funding becomes available, including a specific position for culturally based Greek organizations.
Develop an Ally Program	Vice President for Student Affairs	Dean of Students	Underway	Fall Quarter 2016	<ul style="list-style-type: none"> • The Cross Cultural Center is providing two ally trainings per quarter – one addressing gender and sexuality, and one addressing race and class – effective Winter quarter. • Programs will be offered to student leaders during late summer. Spring focus will be on staff/faculty ally training. We also have a Dream Act Ally program.
Review international program policies to be more supportive	Provost	Director of International Programs	Underway	Fall Quarter 2016	<ul style="list-style-type: none"> • International Center to be represented on University-wide task force to consider recommendations for the future of General Education at Cal Poly. • The CPIC continues to work with campus colleagues in implementation of curriculum internationalization recommendations. For example, focused on Academic Programs and the GEGB to get general education courses pre-approved for seven additional study abroad locations. Additionally the GEGB reviewed a proposal regarding GE credit for language courses taken on Cal Poly Global Programs—programs led by Cal Poly faculty and programs that often are more cost effective options for study abroad.

					<ul style="list-style-type: none"> • Global Studies and Internationalization of the Curriculum memos sent to the General Education Program Review External Evaluators team and the GEGB. • Planning for 2017 International Festival to begin in Fall 2016. • CTLT partnered with the International Center to plan and host Internationalization Symposium in November 2015, and plans to continue to partner in future events. • Partnered with a Food Science and Nutrition class and developed a more inclusive event; an international festival that allowed students to taste food and participate in crafts from different parts of the world. Over 800 students, faculty and staff attended along with students from a local elementary school. Planning for 2017 begins Fall 2016. • The CPIC set several ‘competitive priorities’ for faculty proposing new faculty-led programs, or Cal Poly Global Programs. For example, Programs are preferred if they provide opportunities for increasing the accessibility of study abroad, with particular emphasis on students of limited economic means and students in underrepresented populations (e.g., students of color, student with disabilities, etc.). Such competitive priorities are utilized by the International Programs Committee when reviewing proposals for new and renewing programs and the CPIC when making final decisions. • International Faculty & Staff Expertise Survey went out to the campus community in May and received over 540 responses. • CPIC has collaborated with Student Academic Services to offer a Study Abroad is Possible workshop specifically reaching out to first and second year EOP, Summer Institute, and 1st Gen students. The workshop included study abroad opportunities, how to plan for these, and financial resources. • In collaboration with Cal Poly Financial Aid, the CPIC is increasing outreach to students interested in using financial aid and scholarships for study abroad programs.
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					<p>Increasing accessibility of study abroad—Cal Poly International Center joined Generation Study Abroad with a commitment to increasing the accessibility of study abroad. Included in this commitment is dedicated staffing to assisting DACA students with study abroad. The CPIC also is increasing visibility of study abroad as an opportunity for all Cal Poly students and continues to partner with campus offices such as Financial Aid, the Cross Cultural Centers and other Student Affairs units. For example, the CPIC participated in the Campus and Community Resource Fair to connect with underrepresented students who may be interested in studying abroad.</p> <ul style="list-style-type: none"> • The ‘Financing Study Abroad’ workshops are to be offered multiple times at the beginning of each quarter. • CPIC has joined a working group on campus to discuss ways to support undocumented students at Cal Poly. Students who have been granted Deferred Action for Childhood Arrivals also qualify to potentially study abroad through Advance Parole. • Provide more online resources and information sessions to support DACA and make study abroad more accessible. • International Students & Scholars—The CPIC is updating the format and content of the international student orientation to be offered in fall 2016 and will include a welcome reception with campus stakeholders. CPIC staff will be involved with SLO Days and Week of Welcome. In collaboration with Admissions, the CPIC has been improving communication flow with international applicants and admitted students. Survey to go out to newly matriculating international students. • International Faculty & Staff Expertise Survey— This survey went out to the campus community in May and received over 540 responses. Results will be tabulated and goals/objectives established in Fall.
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Continue dialogues with the president and other senior university leaders	President	Vice Presidents	Ongoing	No end date	<ul style="list-style-type: none"> • OUD&I suggested students meet quarterly with campus leadership to establish accountability regarding goals and actions as outlined in this document. As directed by the president, OUDI will serve as the key point of contact for students and others involved in the diversity initiatives. • OUD&I continues to be available to meet with all students. • OUD&I met with key student organizations throughout Spring quarter regarding campus climate. • Provost scheduled meetings with students to discuss curricular and programmatic goals, brainstorm ideas, and reviewed progress.
Increase recruitment efforts of faculty and staff of color	Provost	Deans	Ongoing	No end date	<ul style="list-style-type: none"> • Changing search and hiring practices to require that search committees demonstrate significant investments in seeking diverse candidates and candidates who bring expertise which supports our diversity and inclusivity goals, with deans and supervisors held accountable for outcomes. • OUD&I is currently reviewing the process/procedure for outreach to candidates, including additional journals and publications specific to faculty and staff of color, reviewing the candidate pool, and reviewing the interview questions related to campus climate and issues of diversity as it relates to each discipline and related hiring. Review and proposed plan will be continued through summer 2016. Changes will be proposed for all 2017 faculty recruitment process. Recommended changes will also be submitted to Human Resources regarding staff recruitment. • OUD&I will meet with campus leaders to review legal constraints, appropriate actions to increase a qualified and diverse candidate pool. Scheduled for Summer 2016 • President and Provost actively seeking donor support for increasing faculty diversity through endowments and other means.

					<ul style="list-style-type: none"> • Training all faculty search committees for adherence to recruitment for diversity policy is being developed and consideration for implementation for 2017 searches. • Unconscious bias training will be available for all search committees beginning Fall 2016. • Equal Opportunity training is currently required for one member of every search committee on campus. Review and consideration for extending training be required for all members of the search committee. Recommendations will be made for 2016/17 recruitment.
Continue to engage in strategic recruitment of under-represented students and strengthen outreach to both community colleges and high schools	Provost	Associate Vice President for Marketing and Enrolment Development	Ongoing	No end date	<ul style="list-style-type: none"> • There are currently over 400 partner schools working with Cal Poly Admissions to increase interest in attending Cal Poly. Admissions has a robust program inviting schools to tour CP, direct outreach and marketing to partner schools, and supporting the PIQE program. • Established a formal MOU with the Fortune Schools, two developing K-12 schools with majority Black and Hispanic and Latino students. • Continue to expand scholarship programs tied to California Partner Schools through private and corporate support. • CAFES: Review and expand outreach to “Ag” related partner schools. Focus outreach of Ag Ambassadors towards these partner schools.
Require additional diversity and cultural awareness training for all MPPs and non-represented employees	President	Office of Diversity and Inclusivity	Fall Quarter 2016	No end date	<ul style="list-style-type: none"> • OUD&I hired a program director to begin Spring quarter to develop and implement programs and outreach to faculty and staff (including MPP's) to build cultural competence. • The campus leadership provided a cultural awareness program to deans and campus leadership during Fall quarter. • Continue training to campus leadership spring and fall. Unconscious bias training is being considered for late summer schedule. Members of the President's Cabinet will attend. In addition, other key leaders will be invited. This training is the beginning of a series of trainings

					<p>provided throughout the fall/winter terms and offered to all MPPs and non-represented employees.</p> <ul style="list-style-type: none"> • OUD&I is launching a messaging campaign highlighting inclusion. The campaign, “Inclusion Starts With Me” is a collaborative effort with NST and #I Am Cal Poly. Campus pole-banners with photos of diverse students will be displayed beginning with WOW. Additional efforts will be implemented directed at new students, returning students, faculty and staff to create a more welcoming campus culture. <p>OUD&I hosted supported a month of Inclusive Excellence. Key note speaker: Tim Wise brought 900 attendees to the PAC. Book Circles, discussions, media interviews all supported this effort.</p>
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Ideas proposed that require broader campus consultation and process

Suggested Action Item	Senior Sponsor	Owner	Start Date	Expected Completion Date	Current/Future Actions
Mandatory cultural awareness training for all students, similar to Haven or AlcoholEdu	Vice President for Student Affairs	Dean of Students	Spring Quarter 2016	Spring Quarter 2017	<ul style="list-style-type: none"> Review will begin in fall after new Assistant Dean arrives. Review will include cost, viability, management, and critique of this approach as a “best practice” to increase diversity awareness and sensitivity.
Expand opportunities for faculty & staff to acquire training on diversity and cultural awareness	Provost	Provost	Spring Quarter 2016	Spring Quarter 2017	<ul style="list-style-type: none"> During the Summer of 2016, the CTLT and OUD&I hosted 16 faculty from various disciplines for “IDEA”- Institute for Diversity in Education and Advocacy Course (Re)design workshop to enhance Diversity and Inclusivity Goals. OCOB is evaluating possible facilitators to deliver a diversity and inclusivity program to faculty and staff. CLA has created the CLA Faculty Diversity Committee and a Student Diversity Committee. CAFES: CAFES Diversity Committee has proposed diversity and inclusivity training for all faculty and staff in college. CTLT hosts book circles each quarter that bring together campus educators (faculty and staff) for engaging and informed discussions on diversity and inclusivity topics while fostering community and enhancing motivation to contribute positively to the campus climate. CTLT hosts New Faculty Orientation each fall, a one-day event for all instructors beginning their Cal Poly career. The event includes presentations highlighting resources and opportunities available to faculty to better support diverse students and workshops that offer guidance on making classes more inclusive. CTLT hosts New Faculty Community Breakfasts at the end of each quarter to provide ongoing support for launching their Cal Poly Careers. The theme for the Winter Quarter breakfasts is “Students In Distress” that focuses on the emotional and financial challenges that Cal Poly students (in particular diverse students) routinely face and how

					<p>faculty can be more attuned and more effective at supporting these students.</p> <ul style="list-style-type: none"> • CTLT website includes a section “Inclusivity and Diversity” that includes a glossary of key terms, instructions on how to form more inclusive groups for class activities or projects, and a guide for supporting faculty to engage students in conversations surrounding inclusive-related events at Cal Poly and around the nation. Additional topics and materials will be added over time to enhance depth and breadth of content. • CTLT offers a menu of “Workshops By Request” topics, including several specifically designed to enhance inclusivity and to better support diverse students in ways that benefit all students (e.g., “Growth Mindset for More Inclusive Classrooms,” “Stereotype Threat and How To Avoid It,” “Designing Group Assignments That Enhance, Not Worsen, Inclusivity,” etc.). Departments and units can request these hand-on, research-informed sessions at a time and place most convenient. • CTLT hosts faculty showcases each quarter on a range of themes, including the topic of “inclusivity in education.” The Winter 2015 Showcase included three presentations on the “inclusivity” theme. Future showcases will spotlight more examples of inclusive teaching for Cal Poly educators to model in their own practices as well as recognizing those faculty who are making strides. • CTLT facilitated a year-long learning community in AY2015-16 designed specifically to boost international faculty success. For those unfamiliar with teaching American students, it provided guidance on effective teaching methods and fostered professional and personal connections among participants from departments across campus. Plans are to host another learning community with the same theme during the 2016-17 academic year. • CTLT and Counseling Services have collaborated to host several book circles in 2015-16 (and is planning a series for 2016-17) under the theme of “developing emotional intelligence.” The purpose is to strengthen educator’s
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					<p>knowledge and ability to apply principles in their contacts and communications with students. The goal is that students' Cal Poly career includes enhanced emotional intelligence to complement their academic intelligence. Participants also benefit from by applying the knowledge to their professionally.</p>
<p>Ensure there are individuals across campus charged with implementing the Diversity Strategic Framework aspects applicable to their unit</p>	<p>Office of Diversity and Inclusivity</p>	<p>Executive Director for Diversity and Inclusivity</p>	<p>Spring Quarter 2016</p>	<p>Spring Quarter 2017</p>	<ul style="list-style-type: none"> • OUD&I staff met with colleges/departments to review their DSF and assess "best practices". A summary report will be provided Fall 2016. • Deans and supervisors held accountable in their formal evaluations for progress towards goals. • CAFES Diversity Committee created a draft of Diversity and Inclusivity Goals for the college. Will share with faculty and staff college wide in Fall 2016 • CLA Dean, Doug Epperson, created two new college-level standing committees, CLA Faculty Diversity Committee (see above) and CLA Student Diversity Committee, to advise the dean in developing diversity goals for the college and action plans for achieving those goals.
<p>More intentionality in diversity related GE Curriculum</p>	<p>Provost</p>	<p>Academic Senate: Faculty</p>	<p>Underway</p>	<p>No end date</p>	<ul style="list-style-type: none"> • GEGB tasked with ensuring Cal Poly Diversity Learning • Outcomes are purposefully addressed in the Gen Ed program. • USCP Task Force appointed to bring USCP and DLO policies into alignment. Senate resolution doing so will be proposed in Fall 2017. Resolution will also propose that GEGB take curricular responsibility for USCP courses. USCP courses will need to be reviewed to ensure that they comply with new policy.
<p>Increase diversity among Poly Reps and review program content</p>	<p>Provost</p>	<p>Associate Vice President for Marketing and Enrolment Development</p>	<p>Spring 2016</p>	<p>Spring 2017</p>	<ul style="list-style-type: none"> • OUDI met with Poly Rep students, leaders and staff to discuss program content, representation, and outreach. • Expand strategies to increase diverse student participation in Poly Rep program. • CAFES Ag Ambassadors: Expand strategies to increase diverse student participation. Review program content,

					representation and outreach to reflect diversity and inclusivity goals.
Increase support for AB540 Students	Vice President for Student Affairs	Dean of Students	Underway	No end date	<ul style="list-style-type: none"> VPSA has identified key staff member to support AB540 students – effective February 2016. A Vista student was hired to work with undocumented students and OUD&I to support students, and further undergraduate research opportunities.
New diversity related curriculum/requirements	Provost	Academic Senate: Faculty	Underway	No end date	<ul style="list-style-type: none"> See notes on Gen Ed and USCP program, above. Proposal for Queer Studies Minor was passed in the CLA and will be reviewed next by the Academic Senate Curriculum Committee. Other coursed in the CLA have been proposed that will provide additional curricular options to further students’ cultural competence. Developing a training/education course for faculty to increase the number of people who can legitimately include diversity-related content in courses across the curriculum. First Year Experience (FYE) task force formed as part of an AASCU national initiative to study possible options for an FYE program. The primary focus is closing the achievement gap and promoting a healthy campus climate. This is a joint Student Affairs and Academic Affairs initiative.
Hire additional tenure track faculty to increase expertise in diversity	Provost	Academic Deans	Underway	No end date	<ul style="list-style-type: none"> Two positions in Ethnic Studies to begin Fall, 2016 have been filled. Other positions in History, Journalism, Communication Studies, and Psychology also increase our expertise in diversity. For Fall, 2016: Colleges have identified excellent candidates and successfully recruited a number of new faculty who bring racial, ethnic, and gender diversity to Cal Poly, as well as expertise in diversity, multicultural perspectives, and climate issues.