

ACADEMIC SENATE – Diversity Committee

Fall 2021

Due: Thursday, December 23, 2021

MEMBERS	
Name	College/Unit
Bieraugel, Mark	PCS
Day, Miran	CAED
Deif, Ahmed	OCOB
Edwards, Louise	CSM
Isom, Denise	Admin
Lee, Jean	CENG
Lopez, Isaac	ASI
McDonald, Sarah	Admin
Nazmi, Aydin	CAFES
Nguyen, Michael	Admin
Rong, Xiaoying	CLA
Tseng, Marilyn (CH)	CSM

CHARGES		
Charge	Complete?	Status/Notes
Discuss a standard approach in how the committee will conduct the annual collation, presentation, and sharing of data on the state of diversity at Cal Poly. AY 2021-22	<input type="checkbox"/>	See next row.
Oversee the annual collation, presentation and sharing of data on the state of diversity at Cal Poly. Ongoing	<input type="checkbox"/>	We are revising our charges relating to data on the state of diversity at Cal Poly because OUDI is assuming responsibility for collating and sharing these data. Our ongoing charge instead will include: (a) explicitly partnering with OUDI by requesting a regular report; having a standing conversation with OUDI about completeness of the data, data interpretation, and monitoring year-to-year trends; and following up on data with further question; (b) assessing and evaluating the data once available from OUDI to explore issues relating to hiring, recruitment, retention; and (c) report out results of our assessment to the Academic Senate.
Review proposals for the faculty Exceptional Service to Students (ESS) program. Ongoing	<input type="checkbox"/>	This will be carried out during Winter Quarter. The first call for applications was issued on December 10.

Create committee procedures and policies. Ongoing	<input type="checkbox"/>	This is currently in draft form and will be reviewed and approved over next two quarters.
Discuss resolution on caste as discrimination category Ongoing	<input checked="" type="checkbox"/>	Following Academic Senate procedures, this resulted in approval of AS-928-21: 'Resolution to include caste identity in Cal Poly's Statement on Diversity and Cal Poly's Non-Discrimination Policy.'

NOTES:

In addition to discussions that led to the actions and decisions described above, we formed tentative working groups to explore four topics that we discussed and identified as important for the work of this committee: (1) evaluation of Diversity Statements; (2) position of an ombuds person for faculty/staff; (3) student evaluations from a DEI perspective; and (4) partnering with other Academic Senate committees. Our work in Winter and Spring Quarters will include exploring needs in these areas and potential outcomes/deliverables.