

ACADEMIC SENATE – Diversity Committee

Spring 2022

Due: Friday, June 17 2022

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 checked="" type="checkbox"/>	As discussed in the previous report, we have revised our standing charge to be consistent with OUDI's intention to collate data on diversity at Cal Poly. Specifically, our revised charge is to: 'interpret and report annually to the Academic Senate on data collated by OUDI, with specific attention to assessing data completeness and monitoring status of and trends in hiring, recruitment, and retention.'
Oversee the annual collation, presentation and sharing of data on the state of diversity at Cal Poly. Ongoing	<input type="checkbox"/>	See above
Review proposals for the faculty Exceptional Service to Students (ESS) program. Ongoing	<input checked="" type="checkbox"/>	We reviewed 25 applications for the ESS program during Winter '22. We also provided input to the Faculty Affairs Committee's revision to University policy regarding the ESS program.
Create committee procedures and policies. Ongoing	<input checked="" type="checkbox"/>	We approved committee procedures (attached).
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' in Fall '21.

NOTES:

In addition to the work listed above, the DC Chair, at the suggestion of Cheryl May (from the Provost's Office) met with Patricia Ponce (student ombuds office) and Gary Laver (one of Cal Poly's representatives at the CSU Academic Senate) to discuss how expansion of Cal Poly's ombuds office might move forward. We submitted to the Provost a memo summarizing ombuds programs at other CSU campuses and our recommendations for Cal Poly (attached).

Louise Edwards, representing our committee, initiated some fact-finding on how student evaluations are considered in the RPT process, while Mark Bieraugel initiated fact-finding on the use of DEI audits by governing bodies at other universities.

Both topics above (especially the ombuds program) will require follow-up to encourage continued forward movement. Two other areas requiring follow-up relate to resolutions introduced by the Diversity Committee and passed by the Academic Senate: (1) revision of University Personnel Policies on the RPT process to incorporate language recognizing DEI work (AS-901-20); and (2) revision of Cal Poly's Diversity Statement on its various websites to include caste (AS-928-21).