Diversity, Equity, and Inclusion at Cal Poly

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Office of University Diversity and Inclusion

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Overview

- Cal Poly Experience (CPX) background
- Discuss why diversity, equity, and inclusion (DEI) are central Cal Poly goals
- Assessing DEI baseline (CPX results)
- Moving data to action (university, unit/department/college, and personal action planning)
CPX | THREE PHASES

SHARE IT: CPX 1.0 (Winter & Spring 2019)
- CPX Listening Sessions, CPX Survey

SHAPE IT: CPX 2.0 (Fall 2019, Winter & Spring 2020)
- Strategic Diversity Leadership Institute, Toolkits, Dialogues, Action Plans

CHANGE IT: Tracking Our Progress (Ongoing)
- Progress Reports
DEI AS A CAL POLY GOAL
Diversity, Equity, Inclusion and Excellence are intertwined

1. Essential for skill development
   - Develop multicultural competencies
   - Improve decision-making
   - Enhance personal growth by developing empathy

2. Knowledge incomplete without diversity, equity, and inclusion
   - Awareness of social justice issues to navigate across differences

3. Ensure equal access to opportunities and success
Inclusive Excellence

Conditions that foster Inclusive Excellence

• Diverse student body, faculty, and staff
• Welcoming campus community
• Intergroup exchanges
• Curriculum and co-curriculum includes diversity, equity, and inclusion
University DEI Planning

Collective Impact
Fall 2017

Strategic Plan
Priority #3
Summer 2018

WSCUC
Accreditation
2018-2021

Three Consistent Diversity, Equity, and Inclusion Objectives:
1. Recruit/Retain
2. Campus Climate
3. Curriculum & Co-curriculum
ASSESSING DEI BASELINE
## CPX Study: Key Concepts

<table>
<thead>
<tr>
<th>Demographics Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Climate: Satisfaction/Dissatisfaction</td>
</tr>
<tr>
<td>DEI Climate: Hostile/Friendly; Sexist/Non-sexist; Racist/Non-racist</td>
</tr>
<tr>
<td>Feelings: Valued and Belonging</td>
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<td>Perceptions of Fair &amp; Equitable Treatment</td>
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</table>
## CPX RESPONSE RATE & DEMOGRAPHICS

<table>
<thead>
<tr>
<th></th>
<th>STUDENTS 8,747 (41%)</th>
<th>FACULTY 894 (61%)</th>
<th>STAFF 1,208 (60%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>0.9%</td>
<td>1.7%</td>
<td>2.0%</td>
</tr>
<tr>
<td>Asian American/Asian</td>
<td>15.7%</td>
<td>5.9%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Hispanic/Latinx</td>
<td>13.4%</td>
<td>4.1%</td>
<td>11.2%</td>
</tr>
<tr>
<td>Middle Eastern/North African</td>
<td>0.6%</td>
<td>2.0%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Native American/Alaskan Native</td>
<td>&lt;0.1%</td>
<td>0.3%</td>
<td>0.4%</td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Islander</td>
<td>0.2%</td>
<td>0.1%</td>
<td>0.6%</td>
</tr>
<tr>
<td>White</td>
<td>60.1%</td>
<td>76.2%</td>
<td>69.6%</td>
</tr>
<tr>
<td>Multiracial/ethnic (2 or more selections)</td>
<td>9.5%</td>
<td>6.5%</td>
<td>10.1%</td>
</tr>
<tr>
<td>Preferred Response Not Listed</td>
<td>&lt;0.1%</td>
<td>3.4%</td>
<td>2.2%</td>
</tr>
</tbody>
</table>
Findings revealed consistent pattern of negative experiences for underrepresented and underserved groups, including:

- Racial/Ethnic minorities (particularly African American/Black and Hispanic/Latinx)
- Cisgender women
- Non-binary respondents
- Lower socioeconomic status
- Sexual minorities
- Disabled
- First-generation college students

Reports available at: diversity.calpoly.edu
Recommendations

1. Campus Dialogues: Engage campus with CPX results
2. Action Plans: Centralized DEI framework guides units, 5 yr integrated plan
3. DEI Trainings: Multidimensional programming
4. Grant Funding: Support DEI initiatives focused on difficult challenges
5. DEI Resources: Infrastructure to strengthen evidence-based approach
6. Engage Internally and Externally: Alumni, SLO comm, and CP
7. Create Taskforce: Short-term and long term solutions to CPX results
Current Milestones

**OCTOBER & NOV.**
- Strategic Diversity Leadership Institute
- CPX Results and Recommendations
- Campus Dialogues

**JANUARY**
- Action Planning and Trainings
- Activation Toolkits and Videos
- IXL A Guest Lectures
- Campus Dialogue

**FEB. & MARCH**
- IXL A Guest Lectures
- Action Plan Coaching and Support

**APRIL**
- Action Plan Share-out at Townhall Meeting

Upcoming Campus Dialogue: Thursday, November 21, 9-10:30am ATL 7
ACTION PLANNING
Phases of Strategic Diversity Leadership

Data Gathering
- Collective Impact
- Listening Sessions
- CPX Survey
- GI 2025

Action Plan
- Accountability
- Infrastructure
- Incentives
- Resources

Metrics
- Graduation Rates
- Retention Rates
- Progress Reports
Unit/Department/College Action Planning

University Strategic Plan Priority #3

- Recruit/Retain
- Campus Climate
- Curriculum & Co-curriculum

- Goals
- Subgoals
- Timeline
- Accountability
- Resources
- Infrastructure
- Incentives
- Progress metrics
### Personal DEI Planning

<table>
<thead>
<tr>
<th>Awareness of DEI Issues</th>
<th>Develop Skills to Address Issues</th>
<th>Apply Knowledge</th>
<th>CP Examples</th>
</tr>
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<tbody>
<tr>
<td>- Courses</td>
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<td>- Identify spheres of influence</td>
<td>- “State of” Events</td>
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<td>- Books</td>
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<td>- USCP, WGS, ES Courses</td>
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<tr>
<td>- Listening to others</td>
<td>- Talks</td>
<td></td>
<td>- CTLT Book Circles</td>
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<tr>
<td>- Implicit Associations Test</td>
<td>- Conferences or trainings</td>
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<td>- Guest Speakers</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>- CTLT TIDE, workshops</td>
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**CP Examples**
- “State of” Events
- USCP, WGS, ES Courses
- CTLT Book Circles
- Guest Speakers
- CTLT TIDE, workshops
- Pride, UndocAlly trainings
- USCP, WGS, ES Courses
- Friendship circle
- Clubs/organizations
- Department
- Unit
Visit Our Website to Learn More
diversity.calpoly.edu