CPX initiative update

Share it.
Shape it.
CHANGE IT.

Josi De Leon, Vice President for University Diversity and Inclusion and Chief Officer of Diversity and Inclusion
Today’s updates

1. Collective Impact
2. Common Agenda
3. Recommendations
4. Inclusive Excellence Action Planning
5. Milestones Timeline
Collective Impact
Common Agenda

“Collective Impact requires all participants to have a shared vision for change, one that includes a common understanding of the problem and a joint approach to solving it through agreed upon actions” (Kania & Kramer, 2011).

- Shared understanding of the problem & vision for change: Strategic Plan, WSCUC, Collective Impact groups, CPX

- Moving toward the same goal
- Consistent data collection and reporting
- Activities are coordinated and supporting
- Create shared understanding and trust
- Facilitating mobilization, work, and communication
Common Agenda

Challenges Identified by Collective Impact Groups

• Campus climate
• Curriculum
• Recruit and retain faculty and staff
• Recruit and retain students
Common Agenda

Cal Poly Strategic Plan

Enrich the campus culture of diversity, equity and inclusion

GOAL 3A
Create an aligned and cohesive focus on diversity and inclusion across the university

GOAL 3B
Create and sustain a more diverse, equitable and inclusive university community that reflects and serves the diverse people of California.

GOAL 3C
Prepare all students for their future through an education that includes diversity learning and reflects the principles of Inclusive Excellence.

GOAL 3D
Further develop a campus climate that reflects the values of diversity, equity and inclusion as well as free inquiry and mutual respect.

WSCUC

Theme: Promoting the success of all Cal Poly students while achieving the goals of the CSU’s GI 2025

SUB-THEME A
Recruit and retain a more diverse community

SUB-THEME B
Develop a campus culture that is diverse, equitable and inclusive

SUB-THEME C
Teaching and learning how to live in a diverse world
Findings revealed consistent pattern of negative experiences for underrepresented and underserved groups, including:

- Racial/Ethnic minorities (particularly African American/Black and Hispanic/Latinx respondents)
- Cisgender women
- Financially challenged respondents
- Sexual and gender minorities
- People with disabilities
## Cpx Recommendations

<table>
<thead>
<tr>
<th>Recommendations</th>
<th>Descriptions</th>
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<tbody>
<tr>
<td><strong>Campus Dialogues</strong></td>
<td>Engage in campus-wide dialogues about the CPX study results.</td>
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<tr>
<td><strong>Action Plans</strong></td>
<td>Create a framework and goals to guide DEI action-planning among colleges, administrative units, and student organizations – culminating in a 5-year integrated campus plan.</td>
</tr>
<tr>
<td><strong>Grant Funding</strong></td>
<td>Develop a fund to support grants to drive new DEI initiatives focused exclusively on Cal Poly’s most difficult challenges.</td>
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# Cpx Recommendations

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<td><strong>DEI Trainings</strong></td>
<td>Develop a multidimensional DEI training, curriculum and professional development program.</td>
</tr>
<tr>
<td><strong>DEI Resources</strong></td>
<td>Invest in campus DEI units to create a stronger, more evidence-based approach that drives high-impact outcomes.</td>
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<td><strong>Brand Awareness</strong></td>
<td>Further develop the CPX brand to build awareness among alumni, the San Luis Obispo community and campus members.</td>
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<tr>
<td><strong>Critical Issues Task Force</strong></td>
<td>Assemble a taskforce to solve immediate and long-term issues to critical issues outlined in the CPX Study.</td>
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# Strategy alignment

<table>
<thead>
<tr>
<th>COLLECTIVE IMPACT</th>
<th>WSCUC SUBTHEMES</th>
<th>UNIVERSITY STRATEGIC PLAN (PRIORITY 3)</th>
</tr>
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<tbody>
<tr>
<td>Recruit and Retain</td>
<td>Recruiting and Retaining a More Diverse Community</td>
<td>3B. Create and sustain a more diverse, equitable, and inclusive university community</td>
</tr>
<tr>
<td>Curriculum and Co-curriculum</td>
<td>Teaching and Learning</td>
<td>3C. Prepare all students for the future through an education that includes diversity learning and reflects the principles of Inclusive Excellence</td>
</tr>
<tr>
<td>Campus Climate</td>
<td>Developing a Campus Culture that Is DEI</td>
<td>3D. Further develop a campus climate that reflects the values of DEI, as well as free inquiry and mutual respect</td>
</tr>
<tr>
<td>All Strategy Groups</td>
<td>All Subthemes</td>
<td>3A. Create an aligned and cohesive focus on diversity and inclusion</td>
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Inclusive Excellence Action
PLANNING & REPORTING
ALIGNMENT

ACTION PLAN LEADS
- Universitywide representation
- 6 leads from colleges
- 6 leads from non-academic units

PLANNING & SUPPORT
- Online resource guide
- Lead Coaching by OUDI and Consultant
- Online planning template due March 30

PROGRESS REPORTS
- Strategic plan template
- High-level outcomes
- Online report due July 1

STRATEGIC PLAN REPORTS
CAMPUSWIDE DIVERSITY REPORT
WSCUC REPORTS
Action Planning

12 units from across the university will receive directed guidance in developing an Inclusive Excellence Action Planning during the winter and spring quarters.

Six Colleges
College of Agriculture, Food & Environmental Sciences | College of Architecture & Environmental Design | College of Engineering | College of Liberal Arts | College of Science & Math | Orfalea College of Business

Academic Advising

Housing

Associated Students Inc.

University Police Department

Human Resources

Admissions
Templat e

OUDI has developed a template and user guide to help Inclusive Excellence Action Plan leads in the development of an action plan for their unit.

1. Description/Rationale
   Describe the subgoal, if it is related to a Collective Impact or CPX recommendation, and why the goal has been created.

2. Accountability
   Who will be primarily responsible for driving the effort and how will progress metrics be used?

3. Resources
   What resources are required to achieve the subgoal?

4. Infrastructure
   What infrastructure is needed to achieve the subgoal? Policies, practices, personnel, etc.
Incentives
*What incentives are needed to promote achievement of the subgoal?*

Timeline
*When will the subgoal be completed or when will progress be demonstrated?*

Progress Metrics
*How will you know that you are making progress toward achieving the subgoal? Metrics include (1) benchmarks, and (2) a framework for data collection and analysis.*
## Leadership Function:
Create an aligned and cohesive focus on diversity, equity and inclusion.

### Assess
- **CPX Study** (Feb–April 2019)
- **CPX Results and Recommendations** (Oct 2019)

### Learn
- **Strategic Diversity Leadership Institute** (Oct 2019)
- **Campus Dialogue 1** (Nov 2019)
- **Campus Dialogue 2** (Jan 2020)
- **Distinguished Speaker Series** (Jan-Feb 2020)

### Build
- **Consultant Visits and Trainings** (Jan)
- **Online Resource Guides and Toolkits** (Feb)
- **College/Unit Action Plans** (Jan-April)
- **Guided Consulting** (Feb-March)
- **Student Grants** (Feb)

### Report
- **Share-out Event** (April)
- **Action Plan Progress Reports** (July)
- **Universitywide Diversity Report** (Fall)
Questions?

Stay connected:

diversity.calpoly.edu