UNIVERSITY ADVISING

DIVERSITY

ACTION PLAN

2021–25
We, collectively and individually, are committed to the goals contained in this Diversity Action Plan.

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Christina Wolfe-Chandler (she, her, hers), Assistant Director
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Jaclyn Banaga (she, her, hers), Academic Advisor
Alondra Catalán Vargas (she, her, ella), Academic Advisor
Alicia Cruz (she, her, ella), Academic Advisor
Katie Escalera (she, her, hers), Academic Advisor
Austin Joseph Ferguson (he, him, his), Academic Advisor
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Jacob Campbell (he, him, his), Retention Specialist
Tiffany Kwapisz (she, her, hers), Retention Specialist

University Advising Goals
Our commitments toward building a more inclusive and just Cal Poly.

Explicit Commitment
Make explicit our commitment to diversity, equity and inclusion throughout communication, programming and physical spaces.

Data and Relationship-Informed Practices
Provide targeted services in support of students historically marginalized at Cal Poly across University Advising, including Athletic Advising, Retention, the Transfer Center, the Mustang Success Center and Cal Poly Scholars advising.

Accessible and Affirming Advising
Increase cultural competence and cultural humility across the advising community via training and education in order to create a more accessible and affirming advising experience for students historically marginalized at Cal Poly.

Accountability
Clarify and document policies and practices valuing cultural competence in recruitment, onboarding and on-going training/development of professional and student staff.

University Strategic Plan Alignment
Alignment of University Advising Diversity Action Plan Goals with the University Strategic Plan.
Our commitments toward building a more inclusive and just Cal Poly:

University Advising has embarked on an exciting journey to build on and expand our long-standing commitment to diversity and ensure that every member of the Cal Poly community feels safe and empowered through their relationships with staff and by way of engagement with inclusive advising, transfer support and retention programming. Inspired by a strong base of relationships and programs developed through the years, our staff has enacted a formalized system to embed cross-cultural sensitivity and a clear, unequivocal regard for all students into the very fabric of our unit. This commitment is strongly aligned with Cal Poly’s University Strategic Plan Priority 3 to “Enrich the campus culture of diversity, equity and inclusion,” as well as recommendations developed by the 2018 Collective Impact Strategy Group.

GOAL 1
Explicit Commitment
Make explicit our commitment to diversity, equity and inclusion throughout communication, programming and physical spaces.

GOAL 2
Data and Relationship-Informed Practices
Provide targeted services in support of students historically marginalized at Cal Poly across University Advising, including Athletic Advising, Retention, the Transfer Center, the Mustang Success Center and Cal Poly Scholars advising.

GOAL 3
Accessible and Affirming Advising
Increase cultural competence and cultural humility across the advising community via training and education in order to create a more accessible and affirming advising experience for students historically marginalized at Cal Poly.

GOAL 4
Accountability
Clarify and document policies and practices valuing cultural competence in recruitment, onboarding and ongoing training/development of professional and student staff.
GOAL 1

Explicit Commitment

Make explicit our commitment to diversity, equity and inclusion throughout communication, programming and physical spaces.

SUB-GOAL 1
Develop a University Advising Diversity, Equity and Inclusion statement as part of our values and goals that clearly espouses these core values.

SUB-GOAL 2
Display Inclusive Excellence statement prominently on our agendas, website, job postings and other pertinent materials.

SUB-GOAL 3
Audit and implement changes to ensure spaces are accessible and resources are inclusive for individuals from various cultures and identities.

SUB-GOAL 4
Recognize, in waiting spaces, presentations and other locations as appropriate, that the institution is on indigenous land.

SUB-GOAL 5
Develop and implement a UA DEI Student, Staff and Faculty Advisory Board to inform and establish a mechanism of accountability for more inclusive implementation of policies and procedures.
GOAL 2

Data and Relationship-Informed Practices

SUB-GOAL 1
Cultivate, strengthen and maintain partnerships with affinity-based programs and services within both Academic Affairs and Student Affairs to intentionally remove barriers and, in a joint effort, create and maximize targeted programs so that students who have been marginalized by our institution can realize their full potential.

SUB-GOAL 2
Use student data collected by the California State University, University Advising and other campus entities to identify, remove or advocate for the removal of barriers within academic policies, practices and procedures contributing to our graduation equity gaps.

SUB-GOAL 3
Use student data collected by the CSU, University Advising and other campus entities to support improvement of existing programs and/or implementation of new programs specifically targeting identified equity gaps and risk factors.

SUB-GOAL 4
Maximize opportunities for student engagement and ensure University Advising is aware of and addressing the advising, transfer support and retention needs of students across cultures and identities. Develop proactive and ongoing connections with and amplify the voices of affinity-based student organizations.

Provide targeted services in support of students historically marginalized at Cal Poly across University Advising, including Athletic Advising, Retention, the Transfer Center, the Mustang Success Center and Cal Poly Scholars advising.
GOAL 3 Accessible and Affirming Advising

SUB-GOAL 1
Provide UA-funded DEI training opportunities annually for the campuswide academic advising community and work with center supervisors to encourage participation.

SUB-GOAL 2
Provide a minimum of two DEI training opportunities annually for UA staff in addition to supporting staff participation in available campus DEI trainings and events.

SUB-GOAL 3
Provide time at monthly staff meetings to reflect and share knowledge learned in DEI trainings/events. Discuss application of new knowledge to UA delivery of services.

Increase cultural competence and cultural humility across the advising community via training and education in order to create a more accessible and affirming advising experience for students historically marginalized at Cal Poly.
GOAL 4 Accountability

Clarify and document policies and practices valuing cultural competence in recruitment, onboarding, and ongoing training/development of professional and student staff.

SUB-GOAL 1
Ensure required skills, knowledge and abilities, as well as interview questions and presentation prompts provide multiple opportunities to evaluate knowledge of DEI and specialized skills related to cultural competence in recruitment of all position types.

SUB-GOAL 2
Partner with Human Resources to implement practices and techniques that reduce search committee bias.

SUB-GOAL 3
Select inclusive search committee members whose voices represent many perspectives.

SUB-GOAL 4
Provide transparent documentation in annual University Advising DEI Report describing progress made in all outlined areas, including staff participation in DEI training and professional development.
## UNIVERSITY STRATEGIC PLAN ALIGNMENT

<table>
<thead>
<tr>
<th>Strategic Priority 1:</th>
<th>UA Goal 1</th>
<th>UA Goal 2</th>
<th>UA Goal 3</th>
<th>UA Goal 4</th>
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<tbody>
<tr>
<td>Enhance the Success of all Cal Poly Students.</td>
<td>✓</td>
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<tr>
<th>Strategic Priority 2:</th>
<th>UA Goal 1</th>
<th>UA Goal 2</th>
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<tr>
<td>Cultivate the Excellence of All Employees.</td>
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<tr>
<th>Strategic Priority 3:</th>
<th>UA Goal 1</th>
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<td>Enrich the Campus Culture of Diversity, Equity and Inclusion.</td>
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### 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 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.
### UNIVERSITY STRATEGIC PLAN ALIGNMENT

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<tr>
<th>Strategic Priority 4:</th>
<th>UA Goal 1</th>
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<tr>
<td>Strengthen our Portfolio of Academic Programs.</td>
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<td>Create an Engaged, Vibrant and Healthy Community for Students.</td>
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<td>Leverage Data and Technology to Support the Institution’s Mission.</td>
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<td>Secure our Future by Improving Finances, Facilities and Systems.</td>
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