DIVERSITY, EQUITY AND INCLUSION

STRATEGIC ACTION PLAN

CAL POLY
College of Agriculture, Food & Environmental Sciences
# TABLE OF CONTENTS

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>MISSION STATEMENT</td>
<td>5</td>
</tr>
<tr>
<td>4</td>
<td>VISION</td>
<td>STRATEGIC ACTION PLAN HISTORY</td>
</tr>
<tr>
<td>6</td>
<td>STRATEGIC PRIORITY ONE</td>
<td>7</td>
</tr>
<tr>
<td>7</td>
<td>STRATEGIC PRIORITY TWO</td>
<td>8</td>
</tr>
<tr>
<td>9</td>
<td>STRATEGIC PRIORITY THREE</td>
<td>10</td>
</tr>
<tr>
<td>10</td>
<td>STRATEGIC PRIORITY FOUR</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>STRATEGIC PRIORITY FIVE</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ACKNOWLEDGMENTS</td>
<td></td>
</tr>
</tbody>
</table>
DIVERSITY, EQUITY AND INCLUSION COMMITTEE

MISSION STATEMENT

The Cal Poly College of Agriculture, Food and Environmental Sciences Diversity, Equity, and Inclusion (DEI) committee promotes a culture that embraces differences, works for equity, and recognizes that a community learns more when everyone is included. We educate the students, staff, faculty, alumni, and industry partners by promoting conversation, training, events, and communication about the importance of diversity, equity and inclusion in our college.
DIVERSITY, EQUITY AND INCLUSION COMMITTEE

VISION

The Cal Poly College of Agriculture, Food and Environmental Sciences Diversity, Equity and Inclusion (DEI) committee promotes a culture that embraces differences, works for equity, and recognizes that a community learns more when everyone is included.
Beginning in the 2017-18 academic year, the Cal Poly Office of University Diversity and Inclusion (OUDI) embarked on a campus-wide initiative to determine key diversity, equity and inclusion (DEI) goals. From this work, three main strategy working groups were formed: 1) campus climate, 2) curriculum, and 3) recruit and retain. The work of these groups culminated in Strategic Priority number 3 of the Cal Poly Strategic Action Plan (2019-2024). Specifically, Strategic Priority number 3 seeks to “enrich the campus culture of diversity, equity and inclusion.”

Contained within this strategic priority are four goals:

**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.

In 2016, the College of Agriculture, Food and Environmental Sciences (CAFES) convened a standing committee devoted to help align DEI goals of the college and the university. This committee drafted the first DEI Strategic Action Plan in the 2019-20 academic year as requested by the university to accord with the Cal Poly Strategic Action Plan. The CAFES DEI Strategic Action Plan was created based on priorities identified in a SWOT analysis, facilitated by assessment personnel in Academic Programs, with input and data from the university directed CPX (Cal Poly Experience) study. The CPX study consisted primarily of a survey and listening sessions to report on the campus climate regarding DEI. During the 2020-21 academic year, the plan was revised and refined, and a survey about the plan’s main points was administered to all CAFES students, staff and faculty. We also conducted listening sessions with students. This valuable input was used to modify the plan further to incorporate the will of the college community. The refined plan presented here articulates the university goals regarding DEI to five strategic priorities for the college. Each strategic priority is divided into goals with associated action items. Additionally, the committee consulted with the Academic Affairs Director of Assessment to create metrics for each goal.
**STRATEGIC PRIORITY ONE**

Develop a CAFES culture among students, staff and faculty that promotes inclusive excellence and an equity-minded community.

**METRICS**
- Increased participation in trainings, workshops, and events that pertain to diversity by students, staff and faculty
- Fewer bias incidents will be reported every year
- Survey data will show greater DEI awareness and engagement from students, staff and faculty

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<tr>
<th>GOALS</th>
<th>ACTION ITEMS</th>
<th>RESOURCE IMPLICATIONS</th>
<th>TIMEFRAME OF COMPLETION</th>
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<tbody>
<tr>
<td>1A</td>
<td>Promote educational opportunities for students in the college</td>
<td>Train CAFES Ambassadors and MANNRS members as intergroup dialogue facilitators to assist with DEI conversations within CAFES student clubs</td>
<td>Student time</td>
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<td>Require CAFES student clubs to adopt DEI statements into their club charters</td>
<td>Faculty and Student Time</td>
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<td>1B</td>
<td>Promote educational opportunities and professional development for staff</td>
<td>Encourage staff to participate in diversity, civility, and inclusivity trainings via the Learn and Grow Courses and workshops offered through Cal Poly Human Resources and through LinkedIn Learning and through CSU Learning and Development</td>
<td>Staff Time</td>
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</table>
|       |              | Create time at departmental meetings to share DEI information | Staff and Faculty Time | AY 21-22
|       |              |                                                        |                                   | AY 22-23
|       |              |                                                        |                                   | AY 23-24 |
| 1C    | Promote educational opportunities and professional development for faculty | Encourage faculty to participate in trainings regarding inclusive and equitable teaching practices through Center for Teaching, Learning, and Technology (CTLT) | Staff and Faculty Time and Financial from CTLT | AY 20-21 |
|       |              | Share best classroom DEI practices on internal Canvas site | Staff and Faculty Time | AY 20-21 |
### STRATEGIC PRIORITY TWO

Create, retain, and sustain a more diverse community of students, staff and faculty that reflects and serves the diverse people of California.

### METRICS
- Greater support and mentorship for underrepresented minority (URM) students within the college
- Increase number of URM staff and faculty
- Bring URM faculty groups together
- Follow OUDI and Cal Poly guidelines for diversity during staff and faculty hiring

### GOALS

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<thead>
<tr>
<th>2A</th>
<th>Maintain excellent mentorship of URM students</th>
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<tr>
<td></td>
<td>Provide a dedicated multicultural advisor for the Multicultural Agriculture Program</td>
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<td>Develop a CAFES specific BEACoN program</td>
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<th>2B</th>
<th>Sustain students with disabilities</th>
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<td>Invite a member of the Disability Resource Center to sit on our CAFES DEI committee</td>
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<td>Use Ally to assess universal accessibility on Canvas courses</td>
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<tr>
<th>2C</th>
<th>Enhance transfer student and first-gen experience</th>
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<tr>
<td></td>
<td>Improve articulation agreements</td>
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<td>Transfer and first-generation student panels with faculty and staff</td>
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<tr>
<th>2D</th>
<th>Hire and retain more diverse staff and faculty</th>
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<tr>
<td></td>
<td>Attend meetings on cluster hires</td>
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<tr>
<td></td>
<td>Develop rubrics for DEI questions during hiring</td>
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<td>Provide at least two common meetings per academic year for faculty and staff affinity groups</td>
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“*You have to TEACH students about diversity! Education is really important!* - Student
## STRATEGIC PRIORITY THREE

Integrate a **cohesive focus** on diversity, equity and inclusion throughout the organizational structure of the College of Agriculture, Food and Environmental Sciences.

### METRICS

- Increased integration of cultural competence and diversity awareness in curriculum
- All departments include DEI in program review
- DEI is assessed in personnel review

### GOALS | ACTION ITEMS | RESOURCE IMPLICATIONS | TIMEFRAME OF COMPLETION
---|---|---|---

### 3A Integrate DEI into CAFES structure

- Assess DEI efforts within departments by mapping required major courses to University Diversity Learning Objectives
- Encourage all departments to include DEI in program review and action plan updates
- Continue to provide DEI training at Fall Conference

- Staff and Faculty Time
- Staff Time
- Staff and faculty time

- AY 21-22
- AY 22-23
- FALL QUARTERS

### 3B Support college-wide DEI events

- Expand the reach of Aspire to Grow in the winter quarter
- Develop a spring quarter DEI event that will be participatory

- Staff and Faculty Time
- Staff and Faculty Time

- WINTER QUARTERS
- SPRING QUARTERS

### 3C Orient new staff and faculty to the importance of DEI in CAFES

- Ensure that new staff and faculty are invited to participate in the CAFES Orientation Adventure (COA), which will include mentorship and education about inclusive excellence
- Introduce new staff and faculty to DEI resources and trainings across campus

- Staff and faculty time and financial resources
- Staff and Faculty Time

- AY 21-22
- AY 22-23
- AY 23-24
- AY 24-25
- AY 21-22

### 3D Reward DEI efforts of staff and faculty

- Intentionally ask faculty to reflect on DEI growth in ZEBRA
- Include reflection of DEI professional development in staff annual review

- Faculty Time
- Staff Time

- AY 20-21
- AY 22-23

### 3E Continue collaboration with other colleges and university-wide DEI office, OUDI

- Attend meetings and workshops consistently

- Staff Time

- ONGOING
STRATEGIC PRIORITY FOUR

Develop a communication plan that incorporates diversity, equity, and inclusion goals within the College of Agriculture, Food and Environmental Sciences.

**METRICS**

- CAFES students, staff and faculty recognize the college DEI vision and its importance
- Peoples with diverse abilities and backgrounds are represented in promotional material about the college
- Transparent and timely response to bias incidents from students, staff and faculty

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</thead>
<tbody>
<tr>
<td>4A Communicate DEI within CAFES</td>
<td>Continue to update CAFES website with events and information about DEI across campus</td>
<td>Staff and Faculty Time</td>
<td>AY 21-22</td>
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<td></td>
<td>Create a CAFES DEI Student Advisory Committee</td>
<td>Student Time</td>
<td>AY 21-22</td>
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<tr>
<td>4B Communicate to diverse students that they belong in CAFES</td>
<td>Develop a one-page information sheet</td>
<td>Staff and Faculty Time</td>
<td>SPRING 2021</td>
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<tr>
<td></td>
<td>Ensure diverse representation on CAFES and departmental websites</td>
<td>Staff and Faculty Time</td>
<td>AY 21-22</td>
</tr>
<tr>
<td>4C Transparent communication from Dean’s Office</td>
<td>Create an emergency action plan for when bias incidents occur</td>
<td>Staff and Faculty Time</td>
<td>SPRING 2021</td>
</tr>
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DEI needs to be an integrated part of all policy, recruitment, curriculum-building, communications and outreach plans - not as a separate add-on effort, but actually integrated into decision-making processes.

- Faculty
STRATEGIC PRIORITY FIVE

Strengthen partnerships with diverse communities in industry, government agencies, non-profits and community colleges.

METRICS

- Advisory boards will be able to communicate and understand the value of CAFES DEI mission
- Community colleges will see Cal Poly as an institution that welcomes and celebrates diversity
- Industry partners will recognize that CAFES students understand and embrace diversity, equity, and inclusion

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<tr>
<td>5A</td>
<td>Cultivate advisory boards that are representative and appreciative of the diverse people of California</td>
<td>Ensure that advisory boards see and understand the CAFES DEI Strategic Action Plan</td>
<td>Staff and Faculty Time</td>
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<td>Recruiting members of diverse groups for advisory boards</td>
<td>Staff and Faculty Time</td>
<td>AY 21-22</td>
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<td>5B</td>
<td>Increase visibility of Cal Poly as a school that promotes diversity</td>
<td>Attend external meetings and workshops on diversity</td>
<td>Staff and Faculty Time</td>
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<td></td>
<td>Organize a group of other Cal State Ag College Associate Deans to discuss best practices within DEI efforts</td>
<td>Staff and Faculty Time</td>
<td>FALL 2020</td>
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<tr>
<td>5C</td>
<td>Industry partners recognize importance of DEI within CAFES</td>
<td>Ensure that university diversity learning outcomes are embedded in program learning outcomes</td>
<td>Staff and Faculty Time</td>
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<tr>
<td></td>
<td>Use and develop externally-facing programs to demonstrate DEI expertise to partners</td>
<td>Staff and Faculty Time</td>
<td>AY 21-22</td>
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I believe it is very important to be inclusive of all people, and to teach this in such a way that our community develops the wisdom to not only get along with people they understand but to also embrace those people that they don’t necessarily respect or agree with. I believe that so much can be healed and so much more progress can begin and be made when we first begin with the premise that we will not all agree on many things but we must show respect and grace to all.

- Staff
ACKNOWLEDGEMENTS

The College of Agriculture, Food and Environmental Sciences Diversity, Equity and Inclusion Strategic Action Plan was developed during the 2020-21 Academic Year by the college’s Diversity, Equity and Inclusion (DEI) Committee.

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