

DIVERSITY, EQUITY AND INCLUSION

STRATEGIC ACTION PLAN



CAL POLY

College of Agriculture, Food
& Environmental Sciences



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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.

STRATEGIC ACTION PLAN HISTORY



Beginning in the 2017-18 academic year, the Cal Poly Office of University Diversity and Inclusion (OUDI) embarked on a campuswide 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 No. 3 of the Cal Poly Strategic Action Plan (2019 -24). Specifically, Strategic Priority No. 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.



Promote diversity, equity and inclusion as a college by creating a sense of community and strengthen partnerships within the college.
- Staff Survey Respondent

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.

GOALS		ACTION ITEMS
1A	Promote educational opportunities for students in the college	Train CAFES Ambassadors and MANNRS members as intergroup dialogue facilitators to assist with DEI conversations within CAFES student clubs.
		Require CAFES student clubs to adopt DEI statements into their club charters.
1B	Promote educational opportunities and professional development for staff	Encourage staff to participate in diversity, civility and inclusivity trainings via the Learn and Grow Courses and workshops offered through Cal Poly Human Resources, LinkedIn Learning and CSU Learning and Development.
		Create time at department meetings to share DEI information.
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).
		Share best classroom DEI practices and resources on internal Canvas site.



CAFES supports and promotes DEI within the college throughout a variety of initiatives, student groups and events such as Aspire to Grow.

“You have to teach students about diversity! Education is really important!”
- Student Survey Respondent

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

- Create greater resources and mentoring opportunities for underrepresented (UR) students within the college.
- Increase number of URM staff and faculty.
- Provide opportunities for college UR faculty groups to connect.
- Follow OUDI and Cal Poly guidelines for diversity during staff and faculty hiring.

GOALS		ACTION ITEMS
2A	Enhance inclusive teaching	Embed reflection and exploration activities into first-year courses to cultivate belonging.
		Feature readings and experts from a variety of peoples and perspectives across curriculum.
		Offer proactive advising to UR students to increase graduation rates.
2B	Maintain excellent mentorship of UR populations	Provide a dedicated multicultural advisor for the Multicultural Agriculture Program.
		Develop a CAFES specific BEACoN program.
2C	Sustain students with disabilities	Invite a member of the Disability Resource Center to sit on our CAFES DEI committee.
		Use Ally to assess universal accessibility on Canvas courses.
2D	Enhance transfer student and first-gen experience	Improve articulation agreements.
		Transfer and first-generation student panels with faculty and staff.
2E	Hire and retain more diverse staff and faculty	Attend meetings on cluster hires.
		Develop rubrics for DEI questions during hiring.
		Provide at least two common meetings per academic year for faculty and staff affinity groups.



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
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.
		Ensure that university diversity learning outcomes are embedded in program learning outcomes.
3B	Support collegewide DEI events	Expand the reach of Aspire to Grow in the winter quarter.
		Develop a spring quarter DEI event that will be participatory.
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.
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.
3E	Continue collaboration with other colleges and OUDI	Attend meetings and workshops consistently.



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 Survey Respondent

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.
- Represent peoples with diverse abilities and backgrounds in college promotional materials.
- Implement a transparent and timely response to bias incidents from students, staff and faculty.

GOALS		ACTION ITEMS
4A	Communicate DEI within CAFES	Continue to update CAFES website with events and information about DEI across campus.
		Create a CAFES DEI Student Advisory Committee.
4B	Communicate to UR populations that they belong in CAFES	Collaborate with Admissions to identify recruitment strategies with partner high schools.
		Ensure diverse representation on CAFES and departmental websites.
4C	Transparent communication from Dean's Office	Create an emergency action plan to respond to bias incidents.



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 Survey Respondent

STRATEGIC PRIORITY FIVE

Strengthen partnerships with diverse communities in industry, government agencies, nonprofits and community colleges.

METRICS

- Advisory boards can communicate the value of the CAFES DEI mission.
- Community colleges can direct transfers to DEI resources and programming.
- Industry partners will recognize CAFES students understand and embrace diversity, equity and inclusion.

GOALS		ACTION ITEMS
5A	Cultivate advisory boards that are representative and appreciative of the diverse people of California	Review CAFES DEI Strategic Action Plan with college and department advisory councils.
		Recruit members of UR groups for advisory boards.
5B	Increase visibility of Cal Poly as a school that promotes diversity	Attend external meetings and workshops on diversity.
		Organize a group of other CSU agricultural college associate deans to discuss best practices within DEI efforts.
5C	Industry partners recognize importance of DEI within CAFES	Use and develop externally facing programs to demonstrate DEI expertise to partners.



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