STUDENT AFFAIRS’ ACTIONS TO ENHANCE THE CAMPUS CLIMATE

- Included staff, faculty, students and parents in the development of our new Student Affairs Strategic Plan, 2014-17.
- Expanded Summer Institute Alumni Engagement programs to mentor First Generation students at Cal Poly.
- Partnered with donors to develop and open Cal Poly’s first Food Pantry to support hungry students.
- Developed Cal Poly Cares program, through generous donations, to provide essential living scholarships for students in need of housing, personal care items, academic supplies, professional dress and emergency grants.
- Expanded the Meal Voucher program to provide hot meals to hungry students.
- Improved all University Commencement and college/department Commencement ceremonies to ensure ADA compliance throughout campus for students, parents, families, faculty and staff.
- Ensured all Student Affairs videos for students, staff, faculty and parents are closed-captioned for hearing-impaired members of our campus community.
- Ensured all Student Affairs websites meet ADA-compliant standards to reach all constituents.
- Launched a new program called Connections – Learning Through Friendships for disabled students to engage and connect socially on campus.
- Expanded Parent Advisory Council membership to improve cultural and geographic representation.
- During 2014-15, 43% of all new positions in the Division were filled by internal candidates. In addition, 22 existing Student Affairs staff were promoted to higher-level positions in the Division.
- Nominated current staff to provide leadership training opportunities through HR’s pilot Leadership Development Program.
- Student Government has dedicated funding toward diversity/inclusivity programs.
- Dean of Students hired two African American MPPs.
- Three Cultural Center Coordinators were hired for outreach.
- Established the Veterans Center for Student Success.
- Increased outreach to undocumented students.
- Provided “Vagina Monologues” in Spanish for the first time.
- Counseling Services
  o Counseling Services hired two full-time staff of color, both of whom are fluent in Spanish and often provide treatment in Spanish.
  o Counseling Services hired three postdocs of color, one of whom speaks three different languages.
  o Counseling Services hired one full-time LGBTQ staff, and one full-time staff with expertise in working with transgendered students.
  o Counseling Services hired one front desk staff member of color who is fluent in Spanish (and often talks to parents/students in Spanish, as needed).
  o Counseling Services created several coordinators and liaison positions in diversity-related areas, including First Generation Students Coordinator and LGBTQ Liaison.
  o Counseling Services created a Women of Color group in Winter 2015.
Note: Counseling Services attempted to hire an international psychologist who is fluent in Mandarin but was not able to do so given the "temporary" nature of our position classifications.

- Counseling Services has a diversity statement that is specific to Counseling Services (on page 2 of our brochure; will update over the summer for the website).
- Counseling Services continually reviews the utilization statistics regarding which diverse groups do and do not attend treatment to do targeted outreach accordingly (GRA changed the data collected on students in August 2013 to allow us to track the clinical utilization in this way).

- **SAS**
  - The Educational Opportunity Program (EOP) celebrated 45 years as a CSU System-wide program. The event was celebrated at the EOP Spring graduation reception and included EOP alumni, Spring EOP graduates and University supporters.
  - Summer Institute (SI) celebrated its 30-year anniversary as a Cal Poly and CSU System-wide Summer Bridge program. The event was celebrated by hosting the first SI Alumni Banquet, targeting EOP alumni.
  - Student Support Services (SSS) (federally funded college retention program designed to support the success of low-income and first generation college students and individuals with disabilities) implemented a Fall SSS New Student Retreat program. Newly-admitted program students participated in programming over a weekend designed to build a supportive foundation and network with, and among, new SSS students.
  - Cal Poly Scholars welcomed a new program coordinator, focused on providing co-curricular programming to CP Scholars students. Events are designed to build community amongst the CP Scholar scholarship awardees and are intentionally connected to the program partners; i.e., University Housing, Mustang Success Center, Multicultural Engineering Program, and Orfalea College of Business advising center.
  - In partnership with Counseling Services and supported through the College of Liberal Arts, SAS academic advisors co-facilitate with Counseling staff therapist the *First Generation College Students/ People of Color Discussion Group*. These small discussion groups focus on how this identity may impact the student experience from a strengths-based model. SAS Academic Advisors focus on academic advising strategies while Counseling staff focus on mental health strategies in support of student success.
  - SAS manager reviewed student assistant hiring practices to ensure inclusivity of the diverse skill set non-traditional students bring.

- **Disability Resource Center** programming and presentations throughout the year:
  - Open House 2014 DRC Student Speaker: Transitioning and excelling in college with a disability.
  - Social Justice Presentation: the first of a series with Student Community Services, structured to promote campus awareness and openness to discussion about social topics and issues. This presentation focused on a discussion of using "The R Word." A DRC staff member co-presented on the "R word" alongside her brother, a community member with Down Syndrome.
  - Presentation to University Housing regarding Service and Assistance Animals in housing: DRC facilitated a discussion regarding current protocols regarding comfort/therapy animals, as well as current protocols regarding ADA accommodations as related to on-campus housing. The presentation was made to the Chief Housing Officers from throughout the 23 campuses in the CSU.
- Presentation to RAs/CSDs in Housing regarding working with students who may have autism spectrum disorders.
- Presentation to COSAM Academic Advising regarding working with students on the autism spectrum.
- Invited University Housing and Campus Health & Wellbeing to participate in Salomé Heyward's webinar: "The Housing Dramas Continue" which covers Service and Assistance Animals on campus.
- Presentation to ARCH design class about Visual Impairment/Blindness in environments.
- Presentation to RPTA class on event planning which includes persons with disability.
- New faculty orientation Fall and Winter terms, sponsored by CTLT.
- Staff presentation at Allan Hancock College (AHC) on the transfer process between the AHC Learning Center to the Cal Poly DRC.
- Presentation at Cuesta College on the transfer process between DSPS to the Cal Poly DRC.
- DRC’s has been playing a new role in establishing University Housing accommodation requests, which has been an opportunity to increase awareness and understanding of needs of persons with disabilities for Housing staff.
- Presentation to faculty on accessible e-books/e-text for students with disabilities as part of the new Affordable Learning Solutions (ALS) Initiative.
- Co-sponsored a free screening of the documentary "Bullied," which chronicles one student’s ordeal with anti-gay bullies. Following the screening, DRC students joined Pride Center students in a panel discussion of their personal experiences with bullying.
- DRC partnered with the Central Coast Coalition for Inclusive Schools, Advocacy Committee.
- Established the “Connections” program and hired a part-time staff member to coordinate a new program (Connections) intended to support students on the autism spectrum and students who could benefit from building relationship, communication, social, independent living, vocational, budgeting, team-building, organization and time management skills. Workshops and events supporting program students have been ongoing.

- Housing
  - Specific strategies were implemented by University Housing management staff to insure custodial staff had access and availability to participate in the campus climate survey initiative.
  - University Housing staff member took initiative to work with interested students in the development of Brothers and Sisters United Organization, which will become an officially chartered student organization.
  - University Housing has worked with Extended Education in providing housing options as part of the Quarter Plus three-week summer program.
  - University Housing, in collaboration with the Disability Resource Center, developed a protocol for students who have a need to have a therapy or support animal in residence in on-campus housing.