



COMMITMENT TO INCLUSIVE PRACTICES

Career Services takes seriously, our role in fostering a community of belonging and inclusion at Cal Poly. To that end, we commit to the following actions through the 2016-17 AY and beyond.

- 1. Inclusivity Committee:** Establish Career Services' workgroup to ensure our entire range of services reflects our commitment to inclusion. Including management, counseling and employer partnerships staff members, this workgroup will coordinate our diversity efforts.
- 2. Clothing Closet:** Spearhead event in fall 2016, providing free, gently worn professional clothing to students in need. Partner with San Luis Obispo, campus, employer and alumni communities to solicit clothing throughout the year and launch permanent, year-round home in Career Services beginning winter quarter, 2017.
- 3. First-generation Support Programs:** Continue strong partnerships with campus departments/programs providing support for students who have been historically, economically and/or educationally disadvantaged to ensure a strong career development foundation and early and on-going career guidance. Programs include: Connections for Academic Success, LSAMP, CP Scholars, Educational Opportunity Program, Student Support Services, Summer Institute.
- 4. Diversity Liaison Teams:** Pair career counselors with employer partnerships' staff to maximize opportunities for engagement, ensure Career Services is aware of and addressing career readiness needs, employer relations expertise and growing the trust level and integration of target populations throughout our range of services. Initial program priorities include veteran students, women students, ethnically under-represented students, LGBTQIA students, students with disabilities, international students and undocumented students.
- 5. Training and Professional Development:** Facilitate on-going professional development, expanding the cross-cultural sensitivity and competency of all Career Services' staff and students.
- 6. Corporate Sponsorships:** Allocate 10% of all sponsorship dollars to benefit campus diversity efforts. These funds will be awarded through an application and selection process carried out by a cross-campus committee.
- 7. Web-based Resources:** Maintain population specific, career, involvement and support resources to help students find tailored career support and communities.
- 8. Inclusive Materials:** Ensure all educational materials, publications and workshops are inclusive in language and presentation.
- 9. Welcoming Environment:** Create physical spaces to be inviting for all students, employers and other guests. Establish a process for on-going evaluation to assess and, if need be, improve spaces.

DIVERSITY LIAISON TEAMS

Modeled after our long-standing and continuing partnerships with campus programs serving first-generation students, we have grouped career counselors, leadership and employer partnerships staff within Diversity Liaison Teams, each dedicated to exploring the needs of an underrepresented student population.



Diversity & Inclusion Committee

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DIVERSITY LIAISON TEAM RESPONSIBILITIES

Each team is committed to maximizing opportunities for engagement, ensuring Career Services is aware of and addressing career readiness needs, providing employer relations expertise and growing the trust level and integration of target populations throughout our range of services.

