

**Objective 1: Ensure that all members of the college community are educated and informed of our committee's initiatives.**

Goals	Action Items
1.1: Update college websites to include information about our DEI vision, mission, objectives, goals, and progress.	1.1.1: Create a web presence on <a href="http://www.cosam.calpoly.edu">www.cosam.calpoly.edu</a> .
	1.1.2: Keep webpage up to date.
	1.1.3: Link department websites to college DEI webpages
1.2: Inform CSM Community about committee's vision, mission, IDEAS, objectives, goals, and progress	1.2.1: Educate college ambassadors and student council about this committee and why it exists.
	1.2.2: Meet at least once a year with departments to provide update on DEI action plan progress.
	1.2.3: Present DEI update at fall conference college meeting in consultation with the dean
1.3: Inform OUDI of our plan and progress	1.3.1: Align CSM Committee objectives with Cal Poly/OU DI strategic plan.

**Objective 2\_Ensure that CSM has policies and procedures that facilitate equity and inclusion.**

Goals	Action Items
2.1: Review policies and programs and update them to support students in as inclusive and equitable a manner as possible.	2.1.1: Create a student success task force of stakeholders to evaluate current college policies and procedures and recommend new ones.
	2.1.2: Differentiate which policies the college has direct control over and policies that require buy-in from higher levels of university administration.
	2.1.3: Create a faculty-staff task force on student success.
2.2: Faculty feel their DEI work is appreciated and advances their professional career.	2.2.1: Create a faculty success task force of stakeholders to evaluate current college policies and procedures and recommend new ones. Differentiate which policies the college has direct control over and policies that require buy-in from higher levels of university administration.

	2.2.2: The RPT process at Cal Poly recognizes DEI contributions in the RPT process.
2.3: Review policies and programs and update them to support staff in as inclusive and equitable a manner as possible.	2.3.1: Create a staff success task force of stakeholders to evaluate current college policies and procedures and recommend new ones. Differentiate which policies the college has direct control over and policies that require buy-in from higher levels of university administration.
	2.3.2: Create a questionnaire for the staff because we have not convened a task force for staff yet.

**Objective 3: Provide guidance and resources for faculty to promote and develop culturally responsive and sustaining pedagogy and curriculum.**

Goals	Action Items
3.1: Create a repository of frameworks, exemplars, and research on culturally inclusive and responsive teaching.	3.1.1: Create Canvas site ( <a href="https://canvas.calpoly.edu/courses/24114">https://canvas.calpoly.edu/courses/24114</a> )
	3.1.2: Establish a way for people to add or recommend resources to include and solicit additions.
	3.1.3: Review and update Canvas site on a yearly basis
3.2: Examine the Diversity learning objectives and how they can be implemented throughout departments in CSM.	3.2.1: Map Diversity Learning Objectives onto CSM Program Learning Objectives
3.3: Provide opportunities for faculty	3.3.1: Create and deliver equitable teaching practices workshops.
	3.3.2: obtain feedback from faculty participants about the ETP Workshops and interest in continuing them. Use Slack Channel to collect feedback (3-2-1 survey)

**Objective 4: Create a college community where all students, faculty, and staff feel a sense of belonging.**

Goals	Action Items
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4.1: Reduce yield gaps for students from historically underrepresented groups.	4.1.1: CSM rep (Dean) attend yearly yield events.
	4.1.2: meet annually with Melissa Furlong and Terrance Harris to get updates on recruitment efforts.
4.2: Build community among underrepresented students through CSM and university programs (e.g., Frost Summer Research, LSAMP, BEACoN)	<p>4.2.1:</p> <p>Meet with leaders of programs. Look for other programs outside of research opportunities</p> <p>-Look at data of these programs. Who are they serving? How can we make it better.</p>
4.3: Enhance (increase?) sense of belonging for students in CSM	4.3.1: Establish and maintain a peer mentoring program.
4.4: Build partnerships with community colleges (esp. Hancock, Cuesta)	
4.5: Build (improve) community/sense of belonging for staff and temp. faculty	4.5.1: Establish a mentoring program for lecturers.
	4.5.2: Establish a college staff committee

**Objective 5: Create a college culture in which faculty, staff, and students are committed to actively supporting diversity, equity, and inclusion on campus and in their fields.**

Goals	Action Items
5.1: Increase awareness of resources/spaces to connect with college and university DEI orgs/communities.	5.1.1: Create a web-based resource (list) of the affinity groups and their activities.
	5.1.2: Share information about DEI orgs/communities with CSM faculty, staff, and students

5.2: Increase engagement in college and university DEI orgs/communities	5.2.1: Learn about student cultural organizations by attending their meetings and reporting back to this committee and department DEI committees.
5.3: Increase advocacy and leadership for DEI efforts, events, etc., at all levels	5.3.1: Host events that bring college community together to learn about DEI topics/issues.

**Objective 6: Identify, share, and promote professional development opportunities for students, faculty, and staff**

Goals	Action Items
6.1: Increase awareness of DEI professional development opportunities at Cal Poly among faculty, staff, and students.	6.1.1: collect information that should be shared 6.1.2: create a platform or resource for sharing it (e.g., website or tableau) 6.1.3: Advertise and encourage participation in workshops, training, and similar opportunities at Cal Poly via Sympa email lists in the college.
6.2: Create CSM Fund for Inclusion and Equity	6.2.1: Establish and monitor the inclusion and equity fund. 6.2.2: Work with assistant dean for external relations and advancement to create sustainable source(s) for this fund.
6.3: Share information about other DEI professional development opportunities in the CSU, AAC&U, WASC	6.3.1: Use Sympa email lists to share announcements with CSM faculty, staff, and students.