

BAILEY COLLEGE

Inclusion & Equity Action Plan

2025 - 2032



CAL POLY

Bailey College of
Science & Mathematics

INCLUSION EQUITY DIVERSITY
ACCESS SOCIAL JUSTICE RESILIENCE
EMPATHY RESPECT





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THE LAND ON WHICH WE LEARN

*We gratefully
acknowledge,
respect and thank
the yak tit^{yu} tit^{yu}
yak tithini, Northern
Chumash Tribe of
San Luis Obispo
County and region in
whose homelands we
are guests.*



A Welcome Message

from the Bailey College of Science and Mathematics

Planning is important. Our Inclusion and Equity Action Plan reflects how the Bailey College of Science and Mathematics strives to better serve our wonderfully expansive community of students, faculty, staff and alumni. Being thoughtful with plans is the first step in building a diverse, equitable and inclusive community.

Action is critical. For some time the college has strived to facilitate diversity, equity and inclusion and those actions have helped create a compassionate and welcoming community. We are fortunate to have many dedicated champions — staff, faculty and students — who have worked together to build a more inclusive and equitable college culture. However, we are keenly aware that there is much more to be done to improve the experience of those in the Bailey College with historically marginalized identities.

The action plan presented here is a road map generated by Bailey College students, faculty and staff for how we become a community where diversity is grown, equity is achieved and everyone belongs. We understand compromising any of those essential elements for any individual compromises the health and well-being of everyone.

Cal Poly has prioritized the critical necessity of incorporating diversity, equity and inclusion into every aspect of university operations. By doing so, we are better preparing our students to serve the state of California and beyond. The work detailed in our plan aligns our efforts with the university and it enables us to better live into our values of love, empathy and respect.

Sincerely,

A handwritten signature in black ink, appearing to read "Dean E. Wendt".

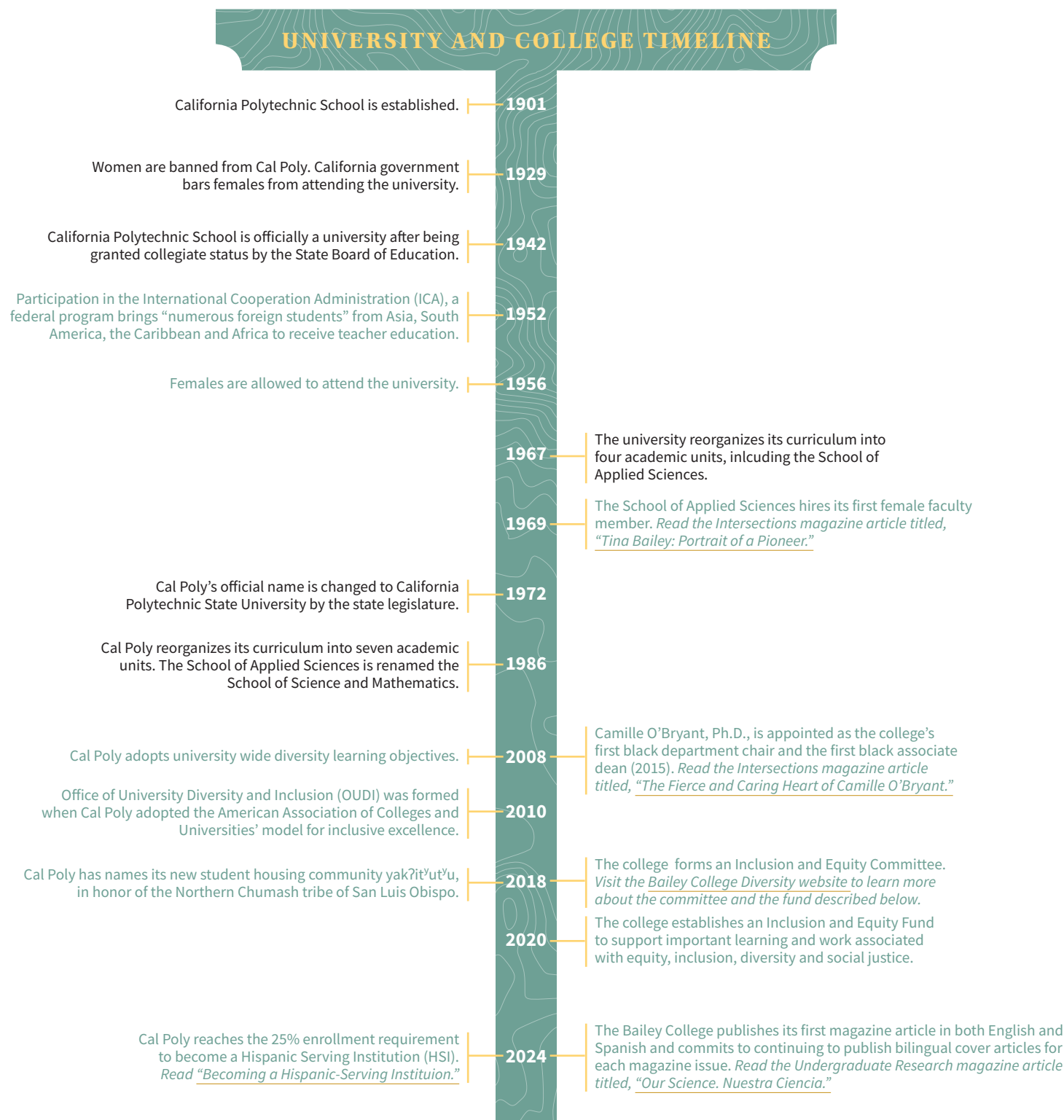
Dean E. Wendt
Dean

A handwritten signature in black ink, appearing to read "Joyce T. Lin".

Joyce T. Lin
Associate Dean for Student Success,
Inclusive Excellence and Curriculum

HISTORY AND TIMELINE

In spring quarter 2018, the College of Science and Mathematics (renamed the Bailey College of Science and Mathematics in May 2023) formed its Committee for Inclusion and Equity. During academic year 2024-2025, members of the Bailey College Inclusion and Equity Committee reviewed the progress on the 2018-2025 action plan and set forth an updated action plan for 2025-2032.



OUR VISION AND MISSION

The information in this document provides an overview of the strategic direction the committee identified to help us work collectively and collaboratively to ensure we are creating an environment in which all members of the college community can be successful.

Vision

A diverse, equitable, accessible and inclusive college culture for all members of our community.

Mission

Create a college culture that embodies our values of diversity, equity, inclusion, access and social justice by identifying and minimizing barriers to student, faculty and staff success.

OUR VALUES

Inclusion. We are a community that emphasizes inclusion by creating a college culture characterized by mutual respect, careful listening and learning from one another, and acknowledging the importance of group participation.

Diversity. We work toward creating an environment that allows for meaningful self-expression, self-realization and the opportunity to learn from others whose experiences, worldviews and values differ from ours.

Equity. We strive to achieve equity by ensuring that people from historically marginalized groups have the resources and tools necessary to be successful as readily as their more privileged counterparts.

Access. We recognize that there are historical and structural inequities that often result in gaps in opportunity, and work collaboratively among faculty, students and staff to increase awareness of such inequities and remove barriers to success.

Social Justice. We acknowledge that inequities in higher education are reflective of broader ideological beliefs, institutional policies, and everyday practices and engage in advancing justice-oriented theories, policy and actions that can create positive social change.

Resilience. We work collectively and collaboratively to help each other be resilient and create a community and college culture where all members feel supported and have the resources to recover from adversity and grow from difficult life experiences.

Empathy. We acknowledge that it is important to understand, value and appreciate one another so that we can learn from each other and create spaces for people to express themselves.

Respect. We appreciate our similarities and differences and believe that respect is foundational to the vision, mission and goals of our college.



OVERVIEW OF THE PLAN

The Bailey College Inclusion and Equity Committee has outlined four goals related to the action plan's vision, mission and values.

- GOAL **1** Recruit and retain a diverse student, staff and faculty community.
- GOAL **2** Develop and sustain inclusive and equitable programs, policies and practices.
- GOAL **3** Encourage and support student, faculty and staff professional development.
- GOAL **4** Enhance communication and networking to internal and external audiences

Each of the goals includes action items that are tracked and/or executed by members of the Bailey College Inclusion and Equity Committee. Learn more about this committee, the Bailey College Inclusion and Equity Fund, and other related programs and resources by visiting our website:

cosam.calpoly.edu/diversity

The Bailey College's Inclusion and Equity Action Plan aligns with recommendations in the Cal Poly Experience (CPX) Report from 2018-19 as well with the strategic plans outlined by the university and the California State University (CSU).



The pages to follow delineate our four goals along with the action items for each goal.

We are pleased to share the entire plan in the pages that follow.



GOAL

1

Recruit and retain a diverse student, staff and faculty community.

ACTION ITEMS

1.1: Participate in and increase our visibility in university-wide recruitment events.

1.2: Continue peer mentoring program for undergraduate students and explore expanding to graduate students.

1.3: Create, maintain and support mentoring/plans for early career faculty and staff.

1.4: Support pathways for success for transfer students, such as early integration into research, incoming summer experiences, etc.

1.5: Schedule bi-annual staff luncheons for members of the administrative and instructional support staff.

1.6: Improve onboarding of new faculty: support, sharing information about college-level initiatives, funding opportunities, etc.

GOAL

2

Develop and sustain inclusive and equitable programs, policies and practices.

ACTION ITEMS

2.1: Continuously review and advocate for improving college policies such as RPT process, hiring practices, family leave policy implementation, course evaluations.

2.2: Examine disparities in access across student groups in opportunities (classes, labs, field trips, internships, physical access to learning spaces, etc.) and outcomes (retention, graduation, GPA, etc.) and promote and support initiatives to remove them.

2.3: Communicate and partner with student, faculty-, and staff-led inclusion and equity departmental committees and task forces to promote and support department-level endeavors advancing our mission.

2.4: Promote a diversity of seminar speakers and workshop leaders in college events, programs and activities.



Encourage and support student, faculty and staff professional development.

ACTION ITEMS

3.1: Continue and expand the Bailey College Inclusion and Equity Fund.

3.2: Develop programs, events and activities that have potential to strengthen networking within the college to encourage collaboration and growth.

3.3: Work with the associate dean for student success, inclusive excellence and curriculum to identify possible collaborations with the faculty and staff associations, student diversity and belonging, center for teaching learning and technology, and other campus partners that can support professional development.



Develop and sustain inclusive and equitable programs, policies and practices.

ACTION ITEMS

4.1: Further develop and maintain a website.

4.2: Create an email newsletter from the inclusion and equity committee addressed to faculty, staff and students and send it at least annually.

4.3: Work with the college communications team to make sure activities in the strategic direction are included in social media posts and college publications (e.g., *Intersections* magazine, *Undergraduate Research* magazine, department newsletters, etc.)

4.4: Provide college materials in more than one language when possible.

APPENDIX A

Alignment of Bailey College Inclusion and Equity Action Plan with the University Strategic Plan

CAL POLY STRATEGIC PLAN PRIORITY	GOAL 1	GOAL 2	GOAL 3	GOAL 4
STRATEGIC PRIORITY 1: Enhance the Success of all Cal Poly Students.	X			
STRATEGIC PRIORITY 2: Cultivate the Excellence of All Employees.		X	X	
STRATEGIC PRIORITY 3: Enrich the Campus Culture of Diversity, Equity and Inclusion				
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 community that reflects and serves the diverse people of California.	X			
Goal 3C: Prepare all students for their future through an education that includes diversity learning and reflects the principles of Inclusive Excellence.			X	
Goal 3D: Further develop a campus climate that reflects the values of diversity, equity and inclusion as well as free inquiry and mutual respect.	X	X	X	
STRATEGIC PRIORITY 4: Strengthen our Portfolio of Academic Programs				
STRATEGIC PRIORITY 5: Create an Engaged, Vibrant and Healthy community for Students	X	X	X	
STRATEGIC PRIORITY 6: Leverage Data and Technology to Support the Institution's Mission				X
STRATEGIC PRIORITY 7: Secure our Future by Improving Finances, Facilities and Systems.			X	



CONNECT

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