LEARN BY DOING IN THE BAILEY COLLEGE. LEFT: Chemistry major Noelle Wong was part of a research team mentored by chemistry Professor Phil Costanzo that developed a new ecologically friendly adhesive by incorporating Diels-Alder linkages into the product. BELOW TOP: Marine science students Elle Engle (left) and Jake Roth led a group of seniors from Lindsay High School to explore Cayucos tide pools and learn how to do scientific surveys of clams. As part of Cal Poly’s partnership with the Santa Rosa Creek Foundation, the Bailey College of Science and Mathematics and the Center for Coastal Marine Sciences aim to attract future marine scientists from historically underrepresented groups, supporting them through the beginning of their undergraduate or graduate school career. BELOW BOTTOM: Physics Professor Louise Edwards (third from left) and student researchers (from left: aerospace engineering majors Luisa Gonzalez and Melina Ruano, and physics major Vicente Puga) are creating computer codes using Python programming language to simulate galaxy mass formations, numbers of stars and differentiations between blue and red stars. Edwards is also the faculty advisor for the Minorities in Physics Club.
Diversity Action Plan
FALL 2018 - FALL 2025

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A Welcome Message

from the Bailey College of Science and Mathematics

Planning is important. Our Diversity, Equity and Inclusion 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’re fortunate to have many dedicated champions helping us build a better college. Even so, 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.

The land on which Cal Poly is situated carries the heritage and culture of the Indigenous people of San Luis Obispo County, the yak titʸu titʸu yak tithini, Northern Chumash tribe. In the Bailey College, we acknowledge that we live and work on their unceded land.

Sincerely,

Dean E. Wendt
Dean

Camille P. O’Bryant
Associate Dean for Student Success, Welfare, Diversity and Inclusion
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. 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 succeed through the 2024-25 academic year.

VISION
The Bailey College of Science and Mathematics strives to empower all students, faculty and staff to succeed in a diverse and inclusive community that values respect, equity and social justice.

MISSION
Our mission is to create an inclusive and equitable college culture by addressing policies and practices that are barriers to success.

VALUES
We embrace the following IDEAS as we establish pathways of success for all members of our Cal Poly community.

I.D.E.A.S.
OVERVIEW OF THE PLAN

In spring quarter 2018, the inclusion and equity committee developed six objectives related to the vision and mission of the plan.

**OBJECTIVE 1**  
Ensure that all members of the college community are educated and informed of our committee’s initiatives.

**OBJECTIVE 2**  
Ensure that the Bailey College has policies and procedures that facilitate equity and inclusion.

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

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

**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.

**OBJECTIVE 6**  
Identify, share and promote professional development opportunities for students, faculty and staff.

Each objective has goals, action items, a timeline and metrics that committee members use to track our progress on the plan.
In 2019, Cal Poly embarked on a major diversity and inclusion initiative to create long-term institutional change called the Cal Poly Experience (CPX) initiative. The CPX project included listening sessions, a survey and the creation of a series of action plans across the university and its colleges.

The Bailey College DEI Action Plan aligns with recommendations in the CPX Report and with the university’s Strategic Plan outlined at the time of committee formation.

The pages to follow delineate our six objectives along with each objective’s goals and action items.

Also included are the metrics we will use to chart our progress. This will allow us to continue to make data-driven decisions to achieve our pursuits.

We are pleased to share the entire plan in the pages that follow.
GOAL 1.1: Update college websites to include information about our DEI vision, mission, objectives, goals and progress.

ACTION ITEMS
- 1.1.1: Create a web presence on www.cosam.calpoly.edu.
- 1.1.2: Keep webpage up to date.
- 1.1.3: Link department websites to college DEI webpages

GOAL 1.2: Inform the Bailey College community about committee's vision, mission, IDEAS, objectives, goals and progress.

ACTION ITEMS
- 1.2.1: Educate the Bailey 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.

GOAL 1.3: Inform the Office of University Diversion and Inclusion (OUDI) and Cal Poly administration of our plan and progress.

ACTION ITEMS
- 1.3.1: Align the Bailey College Committee for Inclusion and Equity objectives with Cal Poly/OUDI strategic plan and ...
- 1.3.2: Request link from OUDI (Campus Partners) and Cal Poly main web landing pages to our college website and cross-link.

METRICS FOR GOAL 1.1
- Creation of web presence
- Completion of updates
- Number of page views
- Time on page

METRICS FOR GOAL 1.2
- Completion of meetings and presentations
- Creation of spreadsheet to track progress and activities

METRICS FOR GOAL 1.3
- Completion of alignment
GOAL 2.1: Review policies and programs and update them to support students in as inclusive and equitable a manner as possible.

**ACTION ITEMS**
- 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.

GOAL 2.2: Faculty feel their DEI work is appreciated and advances their professional career.

**ACTION ITEMS**
- 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: Improve the contributions in the Retention, Promotion and Tenure Evaluation (RPT) procedure so that Cal Poly recognizes DEI contributions in the RPT process.

GOAL 2.3: Review policies and programs and update them to support staff in as inclusive and equitable a manner as possible.

**ACTION ITEMS**
- 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 staff questionnaire.

**METRICS FOR GOAL: 2.1**
- Create Student Success Task Force
- Review task force membership biannually
- Number of policies updated
- Number of policies that address equity gaps in graduation and retention rates

**METRICS FOR GOAL 2.2**
- Create Faculty Success Task Force
- Review task force membership biannually
- Quantity of DEI contributions reported in the Working Personnel Action File, or WPAF

**METRICS FOR GOAL 2.3**
- Create a staff success task force or develop a questionnaire for staff to self-report their sense of belonging and equity
Objective 3

Provide guidance and resources for faculty to promote and develop culturally responsive and sustaining pedagogy and curriculum.

Goal 3.1: Create a repository of frameworks, exemplars and research on culturally inclusive and responsive teaching.

Action Items
- 3.1.1: Create Canvas site (https://canvas.calpoly.edu/courses/24114).
- 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 once a year.

Goal 3.2: Examine the Diversity Learning Objectives and how they can be implemented throughout the Bailey College departments.

Action Items
- 3.2.1: Map Diversity Learning Objectives onto the Bailey College Program Learning Objectives.

Goal 3.3: Provide opportunities for faculty.

Action Items
- 3.3.1: Create and deliver equitable teaching practices workshops.
- 3.3.2: Obtain feedback from faculty participants about the equitable teaching practices workshops and interest in continuing them. Use Slack channels to collect feedback (3-2-1 survey).

Metrics for Goal 3.1
- Number of views
- Number of additions
- Results of faculty survey on use and usefulness of the Canvas site
- Completion of updates

Metrics for Goal 3.2
- Completion of mapping

Metrics for Goal 3.3
- Number of attendees
- Student-reported sense of belonging in class
- Student-reported sense of equity in class
- Disparities or lack thereof in academic achievement among racial/ethnic groups and genders
- Disparities or lack thereof in graduation rates among racial/ethnic groups and genders
- Number of responses
- Reflections on workshops
- Impact of workshops on teaching
OBJECTIVE 4
Create a college community where all students, faculty and staff feel a sense of belonging.

GOAL 4.1: Reduce yield gaps for students from historically underrepresented groups.

ACTION ITEMS
• 4.1.1: Bailey College rep attends yearly yield events.
• 4.1.2: Meet annually with director of Admissions and Recruitment and vice president for Strategic Enrollment Management to get updates on recruitment efforts.

GOAL 4.2: Build community among underrepresented students through CSM and university programs (e.g., Frost Summer Research, LSAMP, BEACoN).

ACTION ITEMS
• 4.2.1: Meet with leaders of programs. Look for other programs outside of research opportunities.
• 4.2.2: Look at data of these programs. Who are they serving? How can we make it better.

GOAL 4.3: Increase sense of belonging for all Bailey College students.

ACTION ITEMS
• 4.3.1: Establish and maintain a peer mentoring program.
• 4.3.2: Create a staff questionnaire.

GOAL 4.4: Build partnerships with community colleges, especially Allan Hancock College and Cuesta College.

GOAL 4.5: Build and improve community and sense of belonging for staff and temporary faculty.

ACTION ITEMS
• 4.5.1: Establish a mentoring program for lecturers.
• 4.5.2: Establish a college staff committee.

METRICS FOR GOAL: 4.1
• Data from Poly Cultural Weekend
• Pre-collegiate symposium data (recruitment)
• Percentage yield from historically underrepresented accepted applicants vs. percentage yield from white accepted applicants

METRICS FOR GOAL 4.2
• Belonging, Retention and Representation
• Participation in various programs

METRICS FOR GOAL 4.3
• Data from Mentor Collective

METRICS FOR GOAL 4.4
• Transfer data from admissions

METRICS FOR GOAL 4.5
• Staff-reported sense of belonging
• Staff-reported sense of feeling valued
GOAL 5.1: Increase awareness of resources and spaces to connect with college and university DEI organizations and communities.

**ACTION ITEMS**
- 5.1.1: Create a web-based resource (list) of the affinity groups and their activities.
- 5.1.2: Share information about DEI organizations and communities with the Bailey College faculty, staff and students.

GOAL 5.2: Increase engagement in college and university DEI organizations and communities.

**ACTION ITEMS**
- 5.2.1: Learn about student cultural organizations by attending their meetings and reporting back to the Bailey College Committee for Inclusion and Equity and department DEI committees.

GOAL 5.3: Increase advocacy and leadership for DEI efforts, events, etc., at all levels.

**ACTION ITEMS**
- 5.3.1: Host events that bring college community members together to learn about DEI topics/issues.

METRICS FOR GOAL 5.1
- Webpage updated annually
- Instagram views
- Email open rates

METRICS FOR GOAL 5.2
- Number of cultural groups’ meetings attended
- Partnerships developed with student organizations

METRICS FOR GOAL 5.3
- Survey or questionnaire at/after events to collect participant feedback
- Number of participants

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.
**OBJECTIVE 6**

**GOAL: 6.1:** Create the Bailey College fund for inclusion and equity.

**ACTION ITEMS**

- 6.1.1: Establish the Inclusion and Equity Fund.
- 6.1.2: Monitor the Inclusion and Equity Fund.
- 6.1.3: Work with the senior director for external relations and advancement to create sustainable source(s) for the Inclusion and Equity Fund.

**GOAL 6.2:** Share information about other DEI professional development opportunities in organizations like CSU, AAC&U, WASC, SDAB, ACUE, CTLT, NCFDD, etc.

**ACTION ITEMS**

- 6.2.1: Use Sympa email lists to share announcements with the Bailey College faculty, staff and students.
- 6.2.2: Develop an internal Bailey College DEI newsletter to highlight DEI-related professional development activities sponsored by the Bailey College Inclusion and Equity Fund.

**METRICS FOR GOAL: 6.1**

- Number of proposals submitted
- Summary of event types (lectures, workshops, etc.)

**METRICS FOR GOAL 6.2**

- Number of people who have taken DEI-related trainings
- Number of people on UndocuAlly List: https://undocually.calpoly.edu/allies
- Use analytics to determine email-open rates
NEXT STEPS
For the Bailey College of Science and Mathematics

- The Bailey College of Science and Mathematics will review progress on the plan during the 2023-24 academic year.

- During the 2024-25 academic year, the Bailey College of Science and Mathematics will review and update the plan.

Bailey College students, faculty and staff gathered for a group photo on the Baker Center lawn in December 2022.
# APPENDIX A

Alignment of the Bailey College DEI Action Plan with the University Strategic Plan

<table>
<thead>
<tr>
<th>Bailey College Objectives</th>
<th>Objective 1</th>
<th>Objective 2</th>
<th>Objective 3</th>
<th>Objective 4</th>
<th>Objective 5</th>
<th>Objective 6</th>
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</thead>
<tbody>
<tr>
<td><strong>Strategic Priority 1:</strong> Enhance the Success of all Cal Poly Students.</td>
<td>X</td>
<td>X</td>
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<td><strong>Strategic Priority 2:</strong> Cultivate the Excellence of All Employees.</td>
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<td><strong>Strategic Priority 3:</strong> Enrich the Campus Culture of Diversity, Equity and Inclusion</td>
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<td>Goal 3A: Create an aligned and cohesive focus on diversity and inclusion across the university.</td>
<td>X</td>
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<td>Goal 3B: Create and sustain a more diverse, equitable and inclusive community that reflects and serves the diverse people of California.</td>
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<td>Goal 3C: Prepare all students for their future through an education that includes diversity learning and reflects the principles of Inclusive Excellence.</td>
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<td>Goal 3D: Further develop a campus climate that reflects the values of diversity, equity and inclusion as well as free inquiry and mutual respect.</td>
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<td><strong>Strategic Priority 4:</strong> Strengthen our Portfolio of Academic Programs</td>
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<td><strong>Strategic Priority 5:</strong> Create an Engaged, Vibrant and Healthy community for Students</td>
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<td><strong>Strategic Priority 6:</strong> Leverage Data and Technology to Support the Institution’s Mission</td>
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<td><strong>Strategic Priority 7:</strong> Secure our Future by Improving Finances, Facilities, and Systems.</td>
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