



CAL POLY

Bailey College of
Science & Mathematics

Inclusion & Equity Committee

ACADEMIC YEAR 2024-2025 HIGHLIGHTS

INCLUSION EQUITY DIVERSITY
ACCESS SOCIAL JUSTICE RESILIENCE
EMPATHY RESPECT



BAILEY COLLEGE COMMITTEE FOR INCLUSION AND EQUITY

Highlights From 2024-2025 and
Looking Ahead to 2025-2026

Presented by Committee Co-Chairs
Camille O'Bryant and Alejandra Yep



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WHAT WE WILL SHARE TODAY

- Current strategic direction (2018-2025)
- College and department highlights (2024-2025)
- Overview of updated 2025-2032 strategic direction

2018-2025 STRATEGIC DIRECTION

CURRENT STRATEGIC DIRECTION: 2018-2025

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

Inclusion, Diversity, Equity, Access and Social Justice (IDEAS)

2018-2025 OBJECTIVES

1. Ensure that all members of the college community are educated and informed of our IDEAS.
2. Ensure that Bailey College has policies and procedures that facilitate equity and inclusion.
3. Provide guidance and resources to promote and develop culturally responsive and sustaining pedagogy and curriculum.
4. Create a college community where all students, faculty and staff feel a sense of belonging.
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.
6. Identify, share and promote professional development opportunities for students, faculty and staff.

2024-2025 HIGHLIGHTS

The next few slides contain a small sampling of college and department highlights

BAILEY COLLEGE INCLUSION & EQUITY COMMITTEE MEMBERSHIP

2024-2025:

26 people on the 2024-2025 Inclusion and Equity Committee:

- 11 faculty
- 12 students
- 3 staff members

Committee organization and approach to prioritizing action items:

- Five sub-committees organized around the committee objectives
- Sub-committee members chose at least one action item or goal to prioritize this year and tried to meet at least once a month

HIGHLIGHTS-COLLEGE EVENTS/ACTIVITIES

- Updated the [Bailey College Diversity Events webpage](#)
- College communications team created new banners in English and Spanish that are hanging outside of building 25
- Bailey College *Undergraduate Research Magazine* has cover story in Spanish and features Dr. Almeida's study on rarely discussed factors affecting Black students' experiences in developmental MATH courses
- Held a staff appreciation lunch in April 2025 and created a way for people in the college to acknowledge/show appreciation for staff members
- Bailey College Student Services launched a [website to help students navigate the quarter to semester conversion](#)
- [Inclusion and Equity Fund](#) — Awarded \$30,154 in support of programs, events, activities related to the mission and objectives

INCLUSION AND EQUITY FUND (GOAL 6.1)

<u>Academic Year</u>	<u>Amount in Fund</u>	<u>Amount Awarded</u>
2019-2020	\$30,000.00	\$9,500.00
2020-2021	\$30,000.00	\$14,272.50
2021-2022	\$30,000.00	\$22,918.80
2022-2023	\$30,000.00	\$16,745.00
2023-2024	\$30,000.00	\$31,708.52
2024-2025	\$30,000.00	\$30,154.00

A few notes:

- Applications to and awards from this fund increased steadily between 2019-2020 and 2022-2023
- We exceeded the amount the dean allocated for the fund the last two academic years
- The college is actively seeking an opportunity to expand this fund through philanthropy

Visit the [Bailey College Diversity Events](#) web page for highlights of events supported by the Inclusion and Equity Fund.

DEPARTMENT HIGHLIGHTS (1)

Biological Sciences Committee

- Conducted a study on accessibility of access to Building 33 and shared results with dean's office and facilities services; the students also summarized their findings into a poster that they presented at the 2025 Bailey College Student Research Conference

Chemistry and Biochemistry Committee

- Working with students to form a new learning community for students, faculty, and staff that focused on building communities of support for and with people from historically underrepresented groups

Mathematics Department

- Does not have a committee but worked with the dean's office to host a film screening and discussion of *Journeys of Black Mathematicians, Part II: Creating Pathways*

DEPARTMENT HIGHLIGHTS [2]

Liberal Studies

- Does not currently have a committee, but students are working with faculty to launch a department committee starting academic year 2025-26

Physics Committee

- Successfully hosted the 2025 CU*IP conference in January with ~200 people attending; hosted trainings for responding to ICE on campus in collaboration with CCC-USS

Statistics Committee

- Continued work with a consultant to explore inclusion in that department

OVERVIEW OF 2025-2032 STRATEGIC DIRECTION

- A main goal for the committee during 2024-2025 was to review and update the college's inclusion and equity strategic direction.
- We used information from the action plan summary that OUDI created a few years ago and recommendations from the HIS task force to update the strategic direction.
- The next few slides contain an overview of the 2025-2032 strategic direction.

2025-2032 VISION AND MISSION

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

2025-2032 CORE VALUES

The students, faculty, and staff in the Bailey College of Science and Mathematics embrace the following core values as we work toward fulfilling our mission and achieving our vision:



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GOAL 1: RECRUIT AND RETAIN A DIVERSE STUDENT, STAFF AND FACULTY COMMUNITY

Goal 1 Action Items

- 1.1:** Participate in and increase our visibility in university-wide recruitments 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

Goal 2 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

GOAL 3: ENCOURAGE AND SUPPORT STUDENT, FACULTY AND STAFF PROFESSIONAL DEVELOPMENT

Goal 3 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

GOAL 4: ENHANCE COMMUNICATION AND NETWORKING TO INTERNAL AND EXTERNAL AUDIENCES

Goal 4 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 college publications and social media posts (e.g., *Intersections*, *Undergraduate Research*, department newsletters, etc.)

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

ACADEMIC YEAR 2025-2026

- Launch the 2025-2032 strategic direction
 - Present to faculty and staff at Fall Conference in September 2025
 - Prepare "print" version for external audiences and update college's diversity webpage
 - Begin sharing with students by meeting with Bailey College Ambassadors, student council, etc.
 - Share with members of the Dean's Leadership Council, OUDI
 - Share with the department of oceanography and natural sciences at Cal Poly Maritime Academy
- Subcommittees further develop timelines, metrics, etc., for the action items
- Meet with department committees and explore alignment between department and college goals



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Thank you!

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