State of Collective Impact

Advancing Diversity & Inclusion at Cal Poly

Presented on November 2, 2018
By the Office of University Diversity and Inclusion (OUDI)
A Moment of Silence

Cal Poly grieves with the rest of the country and stands in a moment of silence to acknowledge the deaths of innocent individuals through senseless acts of violence and hate.

Tree of Life Synagogue

Kroger

Vicky Jones
Age: 67

Maurice Stallard
Age: 69
Welcome from OUDI!

Vice President for Diversity & Inclusion
• Jozi De Leon, jozi@calpoly.edu

Interim AVP for Diversity & Inclusion
• Julie Garcia, jgarci31@calpoly.edu

OUDI Program Director
• Kari Mansager, kmansage@calpoly.edu

OUDI Program Coordinator
• Staci Roseboro-Shoals, sshoals@calpoly.edu
Agenda

• **Diversity and Inclusion at Cal Poly:**
  – Responsive action
  – Transformative action
  – Recognition of accomplishments

• **Collective Impact:**
  – Review of progress
  – Next steps
  – Get involved
Diversity Leadership Involves…
Responsiveness & Planning for Transformation
Responsive Action

- Provide Feedback Opportunities
  - SDAC, Pres Comm Group, OUDI Diversity Partners, College D&I Councils & Reps
- Foster Sense of Belonging
  - Affinity Community in Residence Hall, FSAs, Dialogue Groups, State of _____ Events
- Create Awareness & Learning Opportunities
  - Book Circles, Teach-in/on Series, Pre-WOW & WOW Diversity Training, Speakers
- Restore Connection & Unity
  - Community Gatherings, Presidents Luncheons with Students, OUDI Outreach
Transformational Action

Continuous Learning
- Teach-in/Teach-on
- Speakers
- Workshops
- Outreach
- Implicit Bias Training
- TIDE
- NIXLA

Collective Action/Alignment
- Collective Impact
- Integrating CI Goals into Strategic Plan
- Associate Deans for D&I Involvement
- College D&I Councils Interaction
- ASI D&I Council & Secretary Partnership
- Student Organizations Collaboration
- Student Diversity Advisory Council (SDAC)
- BEACoN Mentoring

Communication
- Communication with Colleges through Reps
- Greater connection and communication with students
- D&I Work Group -
- OUDI Website as hub for D&I
- Specialized Committee
- Diversity Action Initiatives Document
Two Exemplars

Increasing Awareness and Skills

- AY 2017-2018: Over 160 outreach events, and over 8,000 participants
- AY 2018-2019: Over 60 outreach events, 1700 participants
- All MPP and confidential employees will receive implicit bias training by Winter 2019

BEACoN Mentoring

- AY 2017-2018: Over 100 students & faculty general & 15 research pairs
- AY 2018-2019: Over 70 faculty applied and 21 were selected; Over 140 students have applied so far
Thank You
Thank You, Joan Kennedy!

- Kennedy Library, Serials and Bindery Coordinator
  - Years at Cal Poly = 34 plus
  - Diversity and Inclusion Work:
    - EOAC – Created Diversity Award Program & Criteria
    - Staff Council – Multicultural Task Force/Cultural Awareness Cmte.
    - Recipient of First Diversity Award
    - Campus Climate Task Force
    - Led Subgroup Discussions on Campus Climate
    - Fall Conference Speech – Diversity Champions
Honoring Diversity and Inclusion Leaders

Text KARIMANSAGER905 to 22333 to join the following poll!
Who do you want to recognize?
Collective Impact – weaving all common efforts together to strengthen outcomes
Collective + Impact

• Collective
  – Structured collaboration
  – Moving out of silos

• Impact
  – Results/data based
  – Policies
  – Structural changes
Collective Impact at Cal Poly

OUDI
- “Container for Change”
- Manages collaboration

Common Agenda
- Moving towards same goal

Common Progress Measures
- Measures that get to TRUE outcome

Mutually Reinforcing Activities
- Each expertise is leveraged as part of the overall

Communications
- Allows a culture of collaboration
Collective Impact Fosters Institutional Change at Cal Poly
Collective Impact in Review

- **Fall 2017**
  - Focus groups and strategy groups formed

- **Winter 2018**
  - Strategy groups met & reviewed information

- **Spring 2018**
  - Drafted recommendations
  - Reported recommendations to Collective Impact groups

- **Fall 2018**
  - Forum to present recommendations campus-wide
Collective Impact AY 2017-2018:
Strategy Groups & Co-Leads

- **Campus Climate**
  - Blanca Martinez-Navarro, Assistant Dean of Students for Student Support, Success and Retention
  - Liz Schlemer, Interim Associate Dean, Student Success and Undergraduate Programs
  - Lanaya Gaberel, Director of Employee and Organization Development, Human Resources

- **Recruit and Retain**
  - Jamie Patton, Assistant Vice President for Student Affairs, Diversity & Inclusion
  - Jo Campbell, Assistant Vice President for Student Affairs and Executive Director of University Housing
  - Melissa Furlong, Director of Outreach and Recruitment, Admissions

- **Curriculum**
  - Camille O’Bryant, CSM Associate Dean
  - Denise Isom, Ethnic Studies Department Chair
  - Jennifer Teramoto-Pedrotti, CLA Associate Dean for Diversity & Curriculum

Led by Kari Mansager, over 70 participants campus-wide
Recommendations:
Campus Climate Strategy Group

Communication
- Campus community
- Diversity and Inclusion Expectations (onboarding)
- Progress/feedback

Relationship Building
- CP and Campus Community
- Strengthen CP Community

Consistent Assessment
- Climate survey
- Graduation and retention rates
- Exit surveys
Recommendations: Curriculum Strategy Group

- **Develop Cultural Competencies**
  - First year experience for new faculty
  - Expand USCP requirements
  - Trainings, book circles

- **Increase Diversity Commitments**
  - Diversity statements
  - Cluster hires

- **Accountability for D & I**
  - RPT/annual reviews
Recommendations:
Recruit & Retain Strategy Group

- Resources
  - Admissions/Cross cultural centers
  - Student volunteer/paid time
  - Communication of resources

- Facilitate Transitions
  - Mentoring
  - Housing liaison

- Progress Assessment
  - Exit Interviews
  - Retention rates
Working in Groups

- Read recommendations
- Discuss in triads
- Feedback on specific recommendations
Next Steps

- **Fall 2018**
  - Inclusive Excellence Committee (IEC) reviews recommendations and approves strategic plan
- **Fall 2018**
  - Strategy Groups and subgroups will (re)form and being meeting/implementation
- **Winter/Spring 2019**
  - Strategy Groups review existing efforts, develop assessment strategies, and reinforce activities
- **2018/2019 Academic Year End**
  - Strategy Groups report out and IEC Report Out
Inclusive Excellence Council

Richa Ahir
Mark Cabrinha
Jo Campbell
Alan Faz
Adrienne Garcia-Specht
Justin Gomez
Ashley Green
Ericka Horn
Denise Isom
Stephanie Jung
Sarah McDonald
Eric Mehiel
Jenell Navarro
Blanca Navarro
Camille O’Bryant
Jamie Patton
Brandon Roul
Gina Salazar
Jennifer Teramoto-Pedrotti
David Valadez
Cari Vanderkar
Dean Wendt
2 SDAC members

Committee Chair: Jozi DeLeon
Co-Chair: Julie Garcia
Inclusive Excellence Council: Ex-Officio Members

<table>
<thead>
<tr>
<th>Jessica Darin</th>
<th>Daryl Grigsby</th>
<th>Don Oberhelman</th>
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<td>Kathleen Enz Finken</td>
<td>Heidi Harmon</td>
<td>Patricia Ponce</td>
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<td>Beth Gallagher</td>
<td>Keith Humphrey</td>
<td>Mauricio Saavedra</td>
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<td>Bruno Giberti</td>
<td>Jim Maraviglia</td>
<td>Brenda Trobaugh</td>
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<td>Brian Gnandt</td>
<td>Chris Murphy</td>
<td>Cindy Villa</td>
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Student Diversity Advisory Committee (SDAC)

Jessica Brunnenmeyer  
Austen Ford  
Grace Gius  
Sonya Jindal  
Hannah Jutson  
Nonie Kalra

Kenji Kurose  
Mimi Mason  
Jeanne-Marie McPherson  
Ami Mehta  
Linda Moore  
Adam Simon

Led by: Julie Garcia and Kari Mansager
Diversity and Equity Advisory Group
Student Diversity Advisory Committee (SDAC)

Jessica Brunnenmeyer       Kenji Kurose
Austen Ford                Mimi Mason
Grace Gius                 Jeanne-Marie McPherson
Sonya Jindal               Ami Mehta
Hannah Jutson              Linda Moore
Nonie Kalra                Adam Simon

Led by: Julie Garcia and Kari Mansager
Collective Impact Leads: AY 2018-2019

Recruit Students
- Melissa Furlong, Director of Outreach and Recruitment, Admissions
- Beya Montero, Lead Coordinator of Multicultural Initiatives

Recruit Staff & Faculty
- Jennifer Teramoto Pedrotti, CLA Associate Dean for Diversity & Curriculum
- Lanaya Gaberel, Director of Employee and Organization Development, Human Resources

Curriculum
- Denise Isom, Ethnic Studies Department Chair
- Oscar Navarro, Secondary Education Assistant Professor, School of Education

Campus Climate
- Blanca Martinez-Navarro, Assistant Dean of Student Success and Undergraduate Programs
- Bryan Hubain, Assistant Dean of Students and Director of the Cross Cultural Centers
- Cynthia Lambert, Communications Specialist, University Comm.
Notecards: Collective Impact Thoughts

Side 1: Excited about Collective Impact

Side 2: Question about Collective Impact

*No need to include your name, unless you would like follow up from OUDI!
For More Information:

• On Monday, we will have these on our website:
  – Slides from today’s presentation
  – Collective Impact recommendations from AY 2017-2018

diversity.calpoly.edu/collective-impact
Questions/Comments
Get Involved!
Sign-up for a CI Group
hardcopy or website—
diversity.calpoly.edu/collective-impact

Let’s celebrate our accomplishments!
Thank you!
Recruitment and Retention: Faculty Diversity Cluster Hire

“Cal Poly strongly values diversity and inclusion, especially in the classroom and among its areas of study. This position is part of a university-wide cluster of searches designed to increase curricular coverage of areas related to diversity and inclusion, as well as to promote inclusive teaching strategies across the university. Successful candidates will be expected to contribute to the university’s goals in these areas. The other searches are for positions in the following departments across campus: ___, ___, ____...”

Retention Efforts with this Cohort:

- Reception, Informal mentoring from others in the diversity community, meeting with Assoc. Dean re: service and interdisciplinary research opportunities
University-wide Cluster Hire (7 searches)

• Candidates selected through this diversity cluster hire will be given
  – $10,000 in start-up funds to support their work in diversity and inclusion
  – Participate in one or more of the following activities:
    • Give one presentation per year on a diversity-related topic
    • Participation in the BEACoN Research Mentoring Program
    • Participation in the Teaching Inclusion and Diversity Everywhere (TIDE) summer program
    • Professional development support in areas focused on diversity and inclusion

• Candidates must submit a Statement of Diversity and Inclusion
  – statement of demonstrated commitment to diversity and inclusion in teaching, research, and/or service
Diversity Cluster Hire searches for tenure-track positions for the 2019-20 academic year include:

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<th>DISCIPLINE</th>
<th>DEPARTMENT/COLLEGE</th>
<th>REQUISITION</th>
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<tr>
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<td>College of Liberal Arts</td>
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<td>Criminology and Gender</td>
<td>Social Sciences</td>
<td>To Be Determined</td>
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<tr>
<td>Diversity and Organizational Behavior</td>
<td>Psychology and Child Development</td>
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<tr>
<td>Elementary Science Education</td>
<td>School of Education</td>
<td>104961 Open</td>
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<td>College of Science and Mathematics</td>
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<tr>
<td>Global Health and Multicultural Health</td>
<td>Kinesiology and Public Health</td>
<td>104973 Pending</td>
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<tr>
<td>Management and Human Resources</td>
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<td>To Be Determined</td>
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<td>Orfalea College of Business</td>
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<tr>
<td>Psychology and Sociology of Physical Activity, Exercise and Sport</td>
<td>Kinesiology and Public Health</td>
<td>104979 Pending</td>
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Common Misconceptions about Cluster Hires

1. Violates Prop 209 which prohibits public institutions from discriminating on the basis of race, sex, or ethnicity.
   - This does NOT violate 209.
   - We do NOT select candidates based on social identities.
   - Selection is based on demonstrated expertise and commitment to diversity and inclusion in teaching, research, and/or service
   - See example from CLA cluster hires
Why Cal Poly has a Commitment to Diversity and Inclusion (D & I)

- Prepare students for diverse and global market
  - cultural humility and multicultural competencies
  - personal growth (empathy)
  - advancing knowledge

Why Cal Poly has a Commitment to Diversity and Inclusion (cont.)

• “Inclusive Excellence”:  
  – Excellence and diversity intertwined

• “Inclusive Excellence” needs:  
  – Diverse student body, faculty and staff  
  – Welcoming campus community  
  – Curriculum and co-curriculum includes diversity, equity, and inclusion  
  – Intergroup exchanges