COLLECTIVE IMPACT UPDATES
The 3 Strategy Groups—Campus Climate, Curriculum, and Recruit & Retain—met throughout winter quarter to work on processing ideas collected from the Fall CI forums, understanding ongoing campus efforts, and drafting a set of short- and long-term recommendations for advancing diversity and inclusion at Cal Poly.

A major theme emerging from the Strategy Group discussions is the potential for shifting climate, curriculum, and retention for students, staff, and faculty through stronger collaborations between campus divisions. These conversations have arisen in part because the meetings have brought to the table individuals from across campus to share their expertise, experiences, and perspectives.

Groups have also been actively thinking about which voices and personnel should be brought into the discussions to help inform the Strategy Group recommendations. The link to participate in and join one of the Strategy Groups can be found here. Please share with those you think could help shape a strong set of recommendations, which are currently being drafted and will be presented in Spring 2018. Also consider inviting specific students or student groups as their perspectives have and can be invaluable to understanding the impact of campus initiatives, curricula, and programs.

The efficacy of the Collective Impact framework is the practice of maintaining constant communication. Throughout the Fall CI forums and during the Winter Strategy Group meetings, there was a recognition that there have been many actions and initiatives undertaken at the university but limited ways to recognize or know about them. This inaugural newsletter is a part of this effort to strengthen collaborations and coordinate campus initiatives around the common agenda of achieving diversity and inclusion at Cal Poly.

WHAT IS COLLECTIVE IMPACT?
Collective Impact (CI) is a structured form of collaboration around a common agenda, in this case of advancing diversity and inclusion at Cal Poly.

CI involves people from different areas of campus coming together to solve complex problems.

CI requires a centralized infrastructure, or a “container for change.” The Office of University Diversity and Inclusion is serving as the “Container for Change.”

To learn more about Collective Impact visit the Tamarack Institute website.

Don’t forget!: We are storing all materials and resources on the Cal Poly “One Drive” folder

STRATEGY GROUP UPDATES
Campus Climate, Curriculum, and Recruit & Retain

The Recruit & Retain Strategy Group organized a set of presentations by key personnel that allowed for more informed discussions of potential recommendations. At the first meeting of the quarter, Melissa Furlong, Director of Outreach and Recruitment, presented on admissions research tools, admissions policies, and outreach efforts to broaden the applicant pool. For the second meeting, the group invited Jennifer Myers from Academic Personnel to give an overview of faculty hiring and Samson Blackwell from Human Resources to discuss staff hiring. One challenge identified was climate outside of campus, for example the issue of finding housing and housing discrimination.

The Curriculum Strategy Group, through a “theming” exercise, organized ideas that emerged from the fall forums for addressing diversity and inclusion in the curriculum. From this exercise, they identified 5 themes which helped them to identify priority
areas. The priority areas identified during their March meeting are:
retention of faculty and staff of color;
faculty and staff training; and
strategic hiring. They are now working on further refining these key priorities and exploring possible action items and metrics to assess progress.

The Campus Climate Strategy Group, in its review of the diversity mapping and campus climate survey, narrowed down the suggestions from the fall forums and identified a few areas around which to focus future recommendations. The group started a substantial draft of short- and long-term recommendations that includes assessments of campus climate from an updated campus-wide survey to review of campus websites and exit interviews of departing staff. One common theme in the discussion was the need for better communication and that climate is also tied to the awareness of actions, initiatives, and programs undertaken by campus entities as well as campus messaging of values and vision. Another major theme was the need for more educational opportunities.

There was a presentation to Campus Climate and Curriculum Strategy Groups by a student working group that formed from the Student Leadership Conference that gathered to brainstorm ideas and strategies for improving campus climate and diversity at Cal Poly. These student leaders call themselves “Team for Inclusive Education” or TIE, and they identified opportunities in the GE curriculum, specifically COMS 101, where broader campus climate concerns can be engaged within an academic context. Their suggestions and perspectives illustrate how invaluable student input can be to the Collective Impact process.

Aim of Collective Impact at Cal Poly: (1) Eliminate achievement gap between traditionally underrepresented students and others; (2) Create a campus curriculum and campus policies that are driven by our diversity and inclusion values; (3) Represent California demographics among students, staff, and faculty.

RECOMMENDED READINGS
Each of the Strategy Groups, in addition to sharing knowledge from experts on campus, has been sharing national studies and resources on diversity and inclusion work at universities and colleges. The co-leads have effectively provided a curated set of short readings to help inform and direct our work on campus:

- AAC&U’s Engagement Indicators & High-Impact Practices
- NSSE’s findings on High-Impact Practices
- Sleeter, Christine. “Learning to Teach Through Controversy.”

FIRST YEAR TIMELINE

![Timeline Diagram]

Work through Collective Impact process: From recommendations to implementation

2018/2019 Academic Year
Actualize recommendations, including recommendations for the Strategy Groups themselves

Identify new challenges to cycle back to Strategy Groups.