Diversity & Inclusion
Collective Impact Report Out
Office of University Diversity & Inclusion (OUDI)
Collective Impact – weaving all common efforts together to strengthen outcomes & community
What is Collective Impact?

• **Collective Impact:**
  – Structured form of collaboration
  – Common agenda
  – Involves people from different sectors coming together to solve complex problem
  – Centralized infrastructure

• **Designed to create:**
  – Transformational shift
  – Lasting social change
Collective Impact at Cal Poly

**OUDI**
- Backbone
- 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
Moving toward Institutional Change at Cal Poly

Impact Institutional Change

Identified Issue/Goal

Strategy Group Work Findings

Assignment to Strategy Group

Recommendations to IEC for Action
Cal Poly’s Collective Impact Process

• OUDI hosted forums to discuss shared values, aspirations, and potential strategic workgroups.

• OUDI synthesized the information gathered to create this year’s guiding values, aspirations, and strategic workgroups.
Values

FROM THE FORUMS:
• Cultural empathy
• Inclusive community building
• Equity
• Inclusive anti-assimilationist excellence/Inclusion for Excellence/Mosaic
• Comprehensive social justice
• Mutual respect and trust
• Empowerment/Speaking truth to power/Authenticity/Celebration
• Education
• Transparency and Communication

RESTATED VALUES:
• We are a community that is committed to diversity, inclusive community building, equity, cultural humility, and social justice as important aspects of everything we do.
• We believe that trust and mutual respect are gained through transparency and communication and are key in empowering and strengthening our university community.
• We incorporate inclusive excellence as central to our relevance, sustainability, and academic rigor as we become a university for the future.
Aspirations

FROM THE FORUMS

- Lower/eliminate achievement gap
- Transform the curriculum
- Increase involvement of students of color
- More valuing of diversity/inclusion work
- RPT includes diversity/inclusion
- Examine how institutional structure(s) prohibit change
- Students, faculty, and staff representative of CA population (HSI, MSI)
- Diversity embedded and discussed throughout campus
- Policies and processes match diversity and inclusion values
- Equal resources for outreach AND retention

RESTATED ASPIRATIONS

- Eliminate the achievement gap between traditionally underrepresented students and others.
- Curriculum and policies driven by our diversity and inclusion values.
- Work towards becoming an HSI and/or MSI and serving a student population that is representative of CA. Our staff and faculty will also reflect CA’s diversity.
Strategy Groups

PROPOSED AT FORUMS:

• Learn By Doing/Curriculum
• Campus Climate for Staff (represented and non-represented)
• Campus Climate for Students
• Mentoring
• Pathways (Pipeline) & Retention (Community college/transfers partnerships)
• Community outreach/education
• Campus Climate for Women (intersectionality)
• Allyship
• Climate & Retention (Messaging, Reputation, Innovation, Civility)
• Enrollment management/Processes/Communication Strategies
• Faculty (RPT, lecturers)

PROPOSED BY OUDI:

• Curriculum
• Campus Climate
• Recruit and Retain
Strategy Groups

• Form in Fall 2017 and begin meeting in Winter 2018

• Charged with:
  – creating a common agenda, shared measurement, and mutually reinforcing activities
  – determining best practices
  – mapping what’s already happening
  – identifying key factors that influence group goals
  – communicating with OUDI

• Goals:
  – provide a set of recommendations by the end of the 2017/2018 academic year
Curriculum Strategy Group

Specific Charge: Infuse diversity, inclusion, and social justice into the curriculum to advance socially relevant instruction and prepare all students for the future

Potential subgroups: Learn by Doing
General Education
Faculty Professional Development

Co-Leads: Camille O’Bryant, CSM Associate Dean
Denise Isom, Ethnic Studies Department Chair, OUDI
Associate Faculty Director
Jennifer Teramoto-Pedrotti, CLA Associate Dean for Diversity & Curriculum
Campus Climate Strategy Group

Specific Charge: Create a campus climate that reflects the values of love, empathy, respect, inclusion, and the valuing of differences as an asset that will advance Cal Poly’s goal of excellence

Potential subgroups: Communication Strategies
Faculty
Staff
Students
Allyship

Co-Leads: Blanca Martinez-Navarro, Assistant Dean of Students for Student Support, Success and Retention
Liz Schlemer, CENG Interim Associate Dean, Student Success and Undergraduate Programs
Recruit and Retain Strategy Group

**Specific Charge:** Fulfill our moral imperative to recruit and retain underserved and underrepresented students (URM, first generation, low income, women in male-dominated fields, etc).

**Potential subgroups:**
- Pathways (Pipeline)
- Community Outreach & Education
- Recruitment & Enrollment Management
- Mentoring

**Co-Leads:**
- Jamie Patton, Assistant Vice President for Student Affairs, Diversity & Inclusion
- Jo Campbell, Assistant Vice President for Student Affairs and Executive Director of University Housing
Next Steps

• Join a strategy group
  – Meetings are anticipated to be monthly starting Winter Quarter, 2018
  – Strategy groups will identify goals, subcommittees, and shared measurement strategies

• OUDI will serve as the Collective Impact backbone structure and report out collectively in the Spring of 2018
Strategy Group Key Factor Mapping Tool Activity

- 3 groups based on the 3 strategy groups (Curriculum, Campus Climate, Recruit & Retain)

- Sheets describing the details of the activity are at the tables

- Take 15 minutes to complete the activity in the group and we’ll share out at the end of the activity