



CAL POLY

MAY 2, 2018

Executive Summary

Diversity and inclusion have been and continue to be priorities at Cal Poly — and yet more needs to be done. Many members of the campus community have asked what administration has done, and will be doing, to change the culture and climate on campus.

Over recent years, numerous programs and initiatives have been implemented to improve diversity and create a campus community that more closely reflects the demographics of the state of California. In 2011, the campus was 63 percent Caucasian; in fall of 2017, it was less than 55 percent. Applications from underrepresented minority students doubled between 2008 and 2018, while overall applications during that time increased by just half that much. Progress is being made — and the university is more diverse now than at any time in its 117-year history — but there is still much work to do.

To further advance its goals of reflecting the demographics of California and creating a more diverse and inclusive campus community, Cal Poly administration has developed the following Diversity Action Initiatives document. It details existing and future strategies, tactics and initiatives focused on improving diversity and developing a more inclusive culture on campus. Some of these initiatives are well known — such as the university creating an Office of University Diversity and Inclusion (OUDI) and hiring its first-ever vice president and chief officer for diversity and inclusion — and others less known, including the recruitment of senior-level administrators in the colleges and divisions to lead diversity and inclusion efforts.

The Diversity Action Initiatives document also details several highly successful programs the administration put in place, such as Cal Poly Scholars, which recruits low-income students — a high percentage of whom are first-generation and underrepresented — from California partner high schools. Those students are then provided annual scholarships, advising support and a living-learning community to help ensure their success. The percentage of students selected from California partner high schools has increased from 12.8 percent in 2011 to 16.6 percent in 2017.

The president also recently proposed an initiative that would dramatically expand the Cal Poly Scholars program, moving from supporting 300 students to more than 3,000 low-income California students within four to five years. There is a demonstrated need for additional financial aid for low-income students, because for them Cal Poly is effectively the most expensive public university in the state after financial aid is taken into account. This single initiative holds the promise of accelerating diversity and transforming the campus in a manner that has never before been possible at Cal Poly.

Given that financial aid programs (such as Cal Poly Scholars) do not impact all underrepresented minority groups equally, the university created two Proposition 209-compliant scholarships aimed at recruiting more African-American and other underrepresented minorities: the Cal Poly SLO Elijah J. McCoy African American Engineering Scholarship, and the Meritorious Cal Poly Scholars Fund.

In addition, in 2017, Cal Poly administrators eliminated the Early Decision admissions option after discovering that the process disadvantaged low-income students because they would not know the full

extent of their financial aid prior to making a commitment. That decision resulted in the most diverse incoming class in the university's history in fall 2017.

As a result of these and other programs and initiatives detailed in the Diversity Action Initiatives document, the number of underrepresented minority first-time freshman applicants increased 78.4 percent between 2011 and 2018; the number of Latino first-time freshman applicants increased 80.1 percent; and African-American first-time freshman applicants increased 31 percent. Underrepresented transfer applicants increased 110.6 percent; Latino transfer applicants increased 118.3 percent; and African-American transfer applicants increased 128 percent during the same time period.

Some of Cal Poly's future goals include:

- Providing equal access to academic support services for all students; increasing the variety and types of academic support services available; designing and delivering consistent training and evaluation of peer support providers; and centralizing academic support services through virtual and face-to-face connections.
- Implementing a pre-enrollment diversity training for new first-year and transfer students.
- Creating Cal Poly Core Pre-Orientation for Black, Latino/a and Native American students.
- Investing \$150,000 in funding from the CSU for a cluster hire of up to 10 faculty positions that focus on diversity and inclusion in a variety of scholarly areas throughout Cal Poly's six colleges.
- Increasing, in a Proposition 209-compliant manner, the hiring of diverse faculty utilizing cluster hires every other year.
- Engaging the campus, through Academic Programs and Planning, in a self-study on the theme of "Diversity, Inclusion and Student Success."
- Evaluating the implementation of teaching related to diversity and inclusion within each General Education subject area.
- Creating a community space for EOP and TRIO Achievers Program.
- Providing additional training and facilitation for Poly Reps — a student ambassador program that provides campus tours — around privilege, inclusive language and diversity at Cal Poly, and to include implicit bias training for the program's recruitment committee.

The Diversity Action Initiatives document that follows outlines past and ongoing work, as well as future plans — efforts that will change, evolve and be updated as the university endeavors to create a more diverse and inclusive campus community. The document will be housed on the OUDI website and updated on a regular basis so all students, faculty and staff can easily access it and track progress.



CAL POLY

Office of University
Diversity & Inclusion

Office of University Diversity and Inclusion Diversity Action Initiatives

Future Actions

Initiative	Anticipated Implementation	Department(s)	Description
Cultural Humility Institute	Winter 2019	Vice President for Student Affairs, Office of University Diversity and Inclusion	Cultural humility is a lifelong process of self-reflection, self-critique, and commitment to understanding and respecting different points of view and engaging with others humbly, authentically and from a place of learning (Tervalon & Murray-Garcia, 1998).
Student Diversity Advisory Committee	Fall 2018	Office of University Diversity & Inclusion	An advisory committee to the Office of University Diversity & Inclusion made up of student representatives to help guide work related to student concerns and to gain input on initiatives.
Campus-Wide Allyship Trainings	Fall 2018	Office of University Diversity & Inclusion and Cross Cultural Centers	An expansion of the currently offered Allyship workshops on Race & Ethnicity and Gender & Sexuality offered by the Cross Cultural Centers.
Collective Impact Strategic Action Plan Open Forum	Fall 2018	Office of University Diversity & Inclusion	The Inclusive Excellence Council will review the Collective Impact Recommendations and create a strategic plan to be shared in a Fall 2018 Open Forum.
Collective Impact Strategy Group Recommendations	June 2018	Office of University Diversity & Inclusion	The three Strategy Groups will have short- and long-term recommendations outlined.
Mandatory Implicit Bias Trainings for MPPs and Confidential Employees	Spring 2018	Office of University Diversity & Inclusion and Employee and Organization Development	The " Exposing Hidden Bias " workshop will be mandatory for all MPPs and Confidential Employees.
Collective Impact Listening Sessions	Spring 2018	Office of University Diversity & Inclusion	Open sessions reflecting the 3 Collective Impact Strategy Groups : Campus Climate, Curriculum, and Recruit & Retain. The sessions will garner input from participants.
All Faculty and Staff Association Meeting	Spring 2018	Office of University Diversity & Inclusion	A gathering of representatives from the 5 established Faculty Staff Associations .
Expand BEACoN mentors to include staff and alumni *	TBD	Office of University Diversity & Inclusion	Include opportunities for staff and alumni to provide mentorship for underrepresented students

Items in bold are key initiatives.

Current - Ongoing

Initiative	Year Established	Department(s)	Description
<u>Campus Climate Survey</u>	2019	Office of University Diversity & Inclusion	A survey to assess campus climate will be re-administered.
New Employee Orientation	2017	Employee and Organization Development	An introductory training for new employees at Cal Poly. Onboarding for all new staff positions, including a diversity and inclusion segment.
<u>BEACoN Research Mentor Program</u>	2017	Office of University Diversity & Inclusion	The BEACoN Research Mentor Program pairs students with research mentorship under the guidance of faculty. Enhanced the faculty/student mentorship program to add paid research opportunities.
<u>Collective Impact Process</u> for Advancing Diversity & Inclusion at Cal Poly	2017	Office of University Diversity & Inclusion	The Collective Impact approach is premised on the belief that no single policy, department, organization or program can tackle or solve the increasingly complex social problems we face as a society. The approach calls for multiple organizations or entities from different sectors to abandon their own agenda in favor of a common agenda, shared measurement and alignment of effort. Unlike collaboration or partnership, Collective Impact initiatives have centralized infrastructure – known as a backbone organization – with dedicated staff whose role is to help participating organizations shift from acting alone to acting in concert.
Vice President for Diversity & Inclusion	2017	President's Cabinet	The lead position in OUDI was elevated to executive level for greater impact.
Established the <u>Chicana/o Latino/a and Indigenous Alumni Chapter</u>	2017	Alumni Association	Supports and creates community for Latinx alumni.
Faculty Associate Positions	2017	Office of University Diversity & Inclusion	Faculty Associates are hired by OUDI to gain a faculty perspective in diversity and inclusion work.
<u>Implicit Bias Trainings</u> for Staff and Faculty	2017	Office of University Diversity & Inclusion and Employee and Organization Development	A two-part implicit bias workshop series that brings attention to the unconscious biases we all possess and provides some strategies for overcoming their impact in our work and relationships.

Items in bold are key initiatives.

*Initiative is planned, but implementing will require additional resources.

Initiative	Year Established	Department(s)	Description
Implicit Bias Trainings for Faculty Search Committees	2016	Office of University Diversity & Inclusion and Academic Personnel	This training introduces participants to implicit bias in decision-making and hiring. It is required for all tenure/tenure-track faculty search committees.
<u>Diversity in the Curriculum Training</u> for Faculty	2016	Office of University Diversity & Inclusion and the Center for Teaching Learning & Technology	A summer week-long workshop designed for faculty to incorporate diversity and inclusion topics into their curricula.
<u>Bias Incident Response Team Established</u>	2016	Office of University Diversity & Inclusion and Dean of Students	The Bias Incident Response Team (BIRT) is co-chaired by the Dean of Students and the VP for Diversity & Inclusion. The team meets to discuss the appropriate course of action on hate/bias incidents on campus. BIRT also works to support and provide resources to those who are targets and/or witness acts of bias in our campus community.
<u>UndocuAlly Working Group and Trainings</u>	2015	Office of University Diversity & Inclusion	The UndocuAlly Working Group is comprised of faculty, staff, and administrators dedicated to supporting the personal and professional development of undocumented students and creating institutional change. Offers a three-part ally training series.
<u>BEACoN Mentor Program</u>	2014	Office of University Diversity & Inclusion	A faculty/student mentorship program. BEACoN exists to educate and empower underrepresented students and advocate for them as they aspire to successfully complete their Cal Poly education.
Established the <u>Black Alumni Chapter</u>	2014	Alumni Association	The Black Alumni Association creates community for all Black alumni.
<u>Inclusive Excellence Month</u> including the <u>President's Diversity Awards</u>	2014	Office of University Diversity & Inclusion	Month-long campus wide social justice related programs and events. President's Diversity Awards celebrates and honors individuals and groups who have worked to advance diversity and inclusion at Cal Poly.
<u>Equity Enrichment Funding</u>	2014	Office of University Diversity & Inclusion	Student Success Fee funding designed to support opportunities for the Cal Poly community to learn, grow and professionally develop within areas of diversity and inclusion.

Items in bold are key initiatives.

*Initiative is planned, but implementing will require additional resources.



Academic Affairs Diversity Action Initiatives

Future

Initiative	Date	Department/Unit	Comment
Thematic Pathway for Reaffirmation of WASC Accreditation	2018-2022	Academic Programs & Planning	The unit will engage the entire campus in a self-study on the theme of “Diversity, Inclusion, and Student Success.”
General Education Redesign with a greater emphasis on Diversity and Inclusion*	2018-2019		Teaching related to diversity and inclusion be considered within each General Education subject area (draft recommendation GE Taskforce 4/2018)
Academic Support Network	Begin 2018-2019	Collaboration between Academic Affairs, Student Affairs, and Kennedy Library	<p>To provide equal access to free academic support services for all students.</p> <p>To increase the variety and types of academic support services available.</p> <p>To design and deliver consistent training and evaluation of peer support providers.</p> <p>To centralize academic support services through virtual and face-to-face connections.</p>
Require a diversity statement from candidates for all faculty and staff searches.	Fall 2018	Academic Affairs	Use rubric to assess diversity statements and meaningful questions during interview process.
Set expectation that search committees will be based on best practices regarding diversity.	Fall 2018	Academic Affairs	Seek to ensure search committee membership is diverse.
Provide a variety of options for curriculum workshops through CTLT to better meet the needs of faculty.	Fall 2018	Academic Affairs	Bring workshops to department meeting; offer short and longer, more intense workshop options.
Engage greater percentage of faculty and staff in unconscious bias workshops.	Fall 2018	Academic Affairs	Include department chairs/heads, managers, supervisors, directors and student leaders. Bring workshops to department meetings.
Every college will have a faculty and staff committee that addresses diversity issues.	Fall 2018	Academic Affairs	
Work with the Academic Senate to pass resolutions in support of diversity and inclusion relevant to curriculum.	Fall 2018	Academic Affairs	
Hire diverse faculty utilizing cluster hires every other year.	Fall 2018	Academic Affairs	
Each college will establish college diversity awards. *	TBD	Academic Affairs	

Items in bold are key initiatives.

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Initiative	Date	Department/Unit	Comment
Provide travel grants to recruit faculty and staff at select national conferences. *	TBD	Academic Affairs	
Developing programs and services to support native and indigenous students. *	TBD	Academic Affairs	

Current – Ongoing Actions

Initiative	Date	Department/Unit	Comments
Advancing Faculty Diversity Plan	2018-2019	Academic Affairs Office of University Diversity & Inclusion (OUDI)	The university has proposed and received \$150,000 from the CSU for a cluster hire of up to 10 faculty positions that focus on diversity and inclusion in a variety of scholarly areas throughout the university's six colleges.
Established college level committee for diversity, equity and inclusion.	Spring 2018 Ongoing	College of Science & Mathematics	Spring quarter 2018 plan is to set the vision, mission, objectives and participation criteria for college-level committee for diversity, inclusion and equity.
New policy: Diversity Learning Objectives are to be considered in proposing any new course in the college.	Winter 2018	College of Liberal Arts	
Addition of diversity-related course requirements in many of the majors in CLA.	Winter 2018	College of Liberal Arts	
Re-envisioning Definitions of 'American' in Art and Collecting Practices'	2018	Kennedy Library	Campus Arts and Exhibits Curator Catherine Trujillo taught an <i>Inclusion Starts With Me</i> Teach-In event.
50/50 Day	2018	Kennedy Library	The library partnered in hosting a film viewing with Learn and Grow (HR) and the Office of University and Inclusion. The event included the screening of the 20-minute film followed by a facilitated group discussion.
Hidden Bias Workshop	2017-2018	Orfalea College of Business	Faculty in all six OCOB academic departments participated in the hidden bias workshop administered by OUDI.

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Initiative	Date	Department/Unit	Comments
<i>Teach-in and Teach-on</i> event held on campus for second year in a row.	2017-2018	Academic Affairs Office of University Diversity & Inclusion (OUDI)	
Advising targeted to close the graduation gap for URM and low-income students.	2017-2018	University Advising College of Engineering	With Retention Advisor Hired for CENG and collaboration with the Mustang Success Center, establish a first-year advising program. Students opted for group advising or individual advising. Preliminary results are encouraging, especially with group advising and developing a sense of community for students.
New Minor: Queer Studies	Fall 2017	College of Liberal Arts	
Creation of Diversity Learning Modules	Summer 2017	College of Liberal Arts	
Data Champions Initiative Four teams including: <ul style="list-style-type: none"> • Enrollment Management • Optimizing Course Scheduling • Instructional Demand and Capacity • Student Success/University Research Agenda 	Summer 2017	Academic Programs & Planning in partnership with units in Academic Affairs, Student Affairs and Administration & Finance	Established to promote the use of data-informed decision-making to support student success, including a data analytics project. Achievements include: Analysis of campus data to reveal factors relating to achievements gaps. Analyzing enrollment data to predict course demand in individual programs. Laying the foundation for faculty workload and instructional cost dashboard. Analysis of scheduling patterns. Development of student flowchart tools. Identify, advise, and support students who do not enroll from quarter to quarter with the aim of encouraging them to

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Initiative	Date	Department/Unit	Comments
			return to campus and complete their degree programs.
Multi-Cultural Agricultural Program Center (MAP Center)	2017	College of Agriculture, Food & Environmental Sciences	Appointed new director, relocated and reorganized to better serve students.
New Minor: Agricultural Leadership	2017	College of Agriculture, Food & Environmental Sciences	Curriculum contains courses related to diversity and inclusion.
Focus on gender diversity in traditionally male-dominated majors.	2017	College of Architecture and Environmental Design	Academic programs are leaders in gender diversity: Architecture – 55% female Architectural Eng. – 50% female Landscape Arch. – 50% female City & Regional Plan – 50% female
Increased female enrollment in Construction Management Dept.	2017	College of Architecture and Environmental Design	Through specific outreach focusing on women in construction, the department increased female FTF by 10-15% in fall quarter 2017.
NSF ADVANCE Grant	2017	College of Engineering Office of the Provost	University wide steering team developing proposal for National Science Foundation (NSF) ADVANCE grant focused on recruitment and retention of women and diverse faculty in STEM disciplines.
Formally created department Diversity and Inclusion Committees	2017	College of Engineering	Aerospace Engineering Electrical Engineering Industrial & Manufacturing Eng. Mechanical Engineering
Facilitate opportunities for student interaction.	2017	College of Engineering	Aerospace Engineering supported travel restrictions to Kansas, by developing an alternate event at Cal Poly for other universities to participate in. Computer Science & Software Engineering host, support and send female students regularly to national conferences

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Initiative	Date	Department/Unit	Comments
			<p>promoting interaction with industry representatives.</p> <p>Electrical Engineering include the Women's Engineering Program and the Multicultural Engineering Program to the Industry Advisory Council meetings.</p> <p>Mechanical Engineering is developing a diversity statement.</p> <p>Current female students reach out to newly admitted female students.</p> <p>Materials Engineering held discussions with new transfer students on how to assist with their integration in to the department.</p> <p>Arranged for students, faculty, staff and appropriate campus groups to view, then discuss current films dealing diversity issues.</p>
CSU STEM VISTA Employee	2017	College of Engineering	Working on Equity and Access and the EPIC Summer Camp.
Created ENGR 101 and 301, Engineering Student Success courses	2017	College of Engineering	Support students from under represented minorities supported by DaVinci/Northrop Grumman and NSF PEEPS grant.
Revised Ethnic Studies Major	2017	College of Liberal Arts	
Hired Multicultural Advisor	2017	College of Liberal Arts	
Development of templates for a "Diversity Statement" to be completed by all candidates as part of the faculty hiring process.	2017	College of Liberal Arts	Rubric created to assess statements. Information used in hiring decisions.
CENG supported faculty taking CTLT's Teaching Inclusion and Diversity Everywhere (TIDE) course.	2017	College of Engineering	
Eliminated Early Decision	2017	Admissions	After discovering the Early Decision process disadvantaged low-income students, because they would not know the full extent of financial aid they qualified for prior to

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Initiative	Date	Department/Unit	Comments
			making a commitment, university administration made the decision to eliminate the Early Decision option. It resulted in the most diverse incoming class in the history of Cal Poly.
Academic Advising Retreat	2017	University Advising	"Speak Up! Responding to Everyday Bias!" training presented by OUDI. About 50 professional advisors & associate deans from across campus attended.
Added Diversity and Inclusion as a component of Formal Academic Program Review.	2017	Academic Programs	All academic departments must respond to the university's <u>Diversity Strategic Framework</u> as part of Academic Program Review. Self-study documents must address the eight strategic Imperatives.
Reorganized and refocused CAFES Diversity and Inclusion Committee	2017 Ongoing	College of Agriculture, Food & Environmental Sciences	
Transfer Student Success	2017 Ongoing	College of Agriculture, Food & Environmental Sciences	Strengthen relationships and improve curriculum alignment with local community colleges (Ventura, Allan Hancock, Cuesta, and Hartnell) to increase the number of underrepresented minority students that apply, are accepted and graduate from a CAFES major.
National Organization of Minority Architecture Students (NOMAs)	2017 Ongoing	College of Architecture and Environmental Design	Active membership in Architecture
Faculty and staff are actively engaged in building infrastructure for and supporting Love, Empathy, Respect (LER) - #MustangsUNITED	2017 Ongoing	College of Science & Mathematics	Members of the campus community can connect with Associate Dean for materials and advice.
Added additional staff position in CSM Advising Center	2017 Ongoing	College of Science & Mathematics	Staff time in advising dedicated to support transfer and LSAMP students; also dedicated time for advising Liberal Studies students who tend to be among the most

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Initiative	Date	Department/Unit	Comments
			diverse students in our college.
Departmental diversity committees	2017 Ongoing	College of Science & Mathematics	The following departments in CSM currently have faculty diversity committees: Biological Sciences, Chemistry and Biochemistry, Physics, and Statistics.
General Education	2017 Ongoing	Academic Affairs	Currently under redesign to include greater focus on Diversity and Inclusion across the curriculum.
Instructional Innovation Showcasing Inclusive Pedagogy	2017 Ongoing	Center for Teaching, Learning & Technology (CTLT) Office of University Diversity & Inclusion (OUDI)	Faculty presentations on exemplary projects promoting inclusion and diversity in course redesigns that were generated from the TIDE program.
Updated University Diversity Learning Objectives (DLO's) and United State Cultural Pluralism (USCP) course.	2017 Ongoing	Academic Programs & Planning Academic Senate	DLOs and USCP criteria used to develop content and pedagogy for academic courses and programs.
Conduct review of USCP courses to ensure they meet the required learning outcomes.	2017 Ongoing	Academic Affairs in conjunction with GEGB and Office of University Diversity & Inclusion (OUDI)	
Cal Poly Scholars Program	2017 Ongoing	Colleges Mustang Success Center Student Affairs	Recruit low-income and first-generation students to attend Cal Poly by partnering with high schools that have a high percentage of these students.
Library Advisory Committee on Diversity	2017 Ongoing	Kennedy Library	Provides advice and recommendations to the Library Management Team (LMT) on matters relating to building and sustaining a library wide culture of inclusion.
Dedicated a space for meditative reflection and prayer.	2017 Ongoing	Kennedy Library	
Library staff and faculty are active promoters of Cal Poly's message of Love, Empathy, Respect (LER).	2017 Ongoing	Kennedy Library	The library's digital displays reflect the LER message and provide flyers, buttons and stickers to all library

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Initiative	Date	Department/Unit	Comments
			users who want to join in the message.
Library Exhibits Program	2017 Ongoing	Kennedy Library	Highlights student work, faculty work and research that draws on Cal Poly's unique and interesting identities. Recent exhibits Include: Objects of Affection # I am Cal Poly Remembrance to Action: Lessons from the Wartime Internment of Japanese Americans Don't Believe the Hype: the Radical Elements of Hip Hop Realizing Art of Mesa – Artworks of Mesa Middle School's AVID program
Student Committee on Diversity and Inclusion	Ongoing	College of Architecture and Environmental Design	Developed college wide committee on Diversity and Inclusion with students representing each department and reporting to the chair or the CAED Student Council and Associate Dean for Academic Affairs.
Society of Women Engineers (SWE)	Ongoing	College of Architecture and Environmental Design	Active membership in Architectural Engineering.
Women in Construction (WIC)	Ongoing	College of Architecture and Environmental Design	Active membership in Construction Management.
National Society of Black Engineers (NSBE)	Ongoing	College of Architecture and Environmental Design	Active membership in Architecture & Architectural Engineering.
All search committees attend implicit bias training.	Ongoing	College of Architecture and Environmental Design	
Presentation to college and departments.	Ongoing	College of Architecture and Environmental Design	V.P. of Diversity & Inclusion, Mustang Success Center and Admissions presented on issues of diversity and inclusion focusing on outreach to prospective students.
Construction Management Advisory Council members and other industry financial support for Cal Poly Scholars.	Ongoing	College of Architecture and Environmental Design	

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Initiative	Date	Department/Unit	Comments
Architecture Advisory Council on American Institute of Architects' (AIA) <i>Equity by Design</i>	Ongoing	College of Architecture and Environmental Design	AIA initiative to minimize barriers in the professional culture and advance equitable practice and design impact.
Outreach and Transfer Support	Ongoing	College of Architecture and Environmental Design	Transfer students add diversity and each department offers advising, focused on clear pathways to their majors, for those students. For example, even though community colleges do not offer landscape architecture, our Landscape Architecture Department created a unique pathway into their curriculum for transfer students, which accounts for 25-35% of their student population. Faculty in each department provide outreach, which include exchanges with our CAED students, to under-represented high school students from Bakersfield to Los Angeles.
Project-based curriculum adapts to current issues, taking on projects of significance for diversity and inclusion.	Ongoing	College of Architecture and Environmental Design	Projects serving developing countries and those in poverty. City and Regional Planning studios frequently collaborate with underserved communities developing master plans to develop healthier, safer and thriving communities.
International experience including study-abroad and service learning trips.	Ongoing	College of Architecture and Environmental Design	Numerous Service-Learning projects to developing countries including Nicaragua and Ecuador, among others. Establishing a program in Mexico creating a lower-cost international experience that relates to issues many of our students, including Latino/a students, value. Exchange with faculty and students in Danang, Vietnam.

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Initiative	Date	Department/Unit	Comments
Faculty Diversity	Ongoing	College of Architecture and Environmental Design	Of the current 11 tenure-track faculty, seven are female.
Outreach to K-12, particularly from under-represented groups	Ongoing	College of Engineering	<p>Host EPIC (Engineering Possibly in College) summer camp serving 680 middle and high school students which include 40% female and 37% URM students.</p> <p>EPIC has connections to Migrant Ed Program allowing 83 local students to attend.</p> <p>Host multiple K12 student groups to campus each year.</p> <p>In 2017, created a \$40,000 fund for Outreach Grants to support and encourage outreach activities across the college.</p> <p>Multiple outreach activities throughout the year performed by:</p> <ul style="list-style-type: none"> Society of Women Engineers (SWE) Society of Hispanic Professional Engineers (SHPE) National Society of Black Engineers (SHPE) <p>Departments such as IME host local high school groups who participate in hands on labs.</p>
Retention and support of under represented students through Engineering Student Services (ESS)	Ongoing	College of Engineering	<p>Holds drop-in advising in the Black Academic Excellence Center, Multi-Cultural Center, Dream Center, and Gender Equity Center.</p> <p>In support of the Graduation Initiative that aims to close the achievement gap, initiated a pilot program testing an "intentional advising model." In this experiment,</p>

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Initiative	Date	Department/Unit	Comments
			35 students from URM received intentional advising and 57 were in a control group. Results will be available in the summer and will inform policies going forward.
Retention and support of under-represented students through Multicultural Engineering Program (MEP)	Ongoing	College of Engineering	Provides ongoing academic, social and professional support to URM and transfer students. Hosts transfer specific activities such as the "Food for Thought" series which enables conversations about transitions to Cal Poly.
Retention and support of under represented students through Society of Women Engineers (SWE)	Ongoing	College of Engineering	Cal Poly SWE is one of the largest chapters in the country with over 400 members. They have multiple activities in outreach, support and professional connections.
Civil Engineering design course includes bias training modules developed by the Advancing Cultural Change Lab on campus.	Ongoing	College of Engineering	
Society of Women Engineers' premier event "Evening with Industry"	Ongoing	College of Engineering	The Provost and all the University Deans attended event showing institutional support of these efforts.
Some introductory courses include assignments and guest speakers highlighting diversity (GENE).	Ongoing	College of Engineering	
Diversity and Inclusivity is woven into all student leader training across advising, mentoring, & tutoring programs.	Ongoing	Orfalea College of Business	About 150 participants per year.
OCOB Diversity and Inclusivity Fellowship Awards	Ongoing	Orfalea College of Business	Three research proposals by four faculty members received fellowship awards. The fellowship program is a multiple-year award and aims to promote and recognize faculty research and scholarship contributions in the area of inclusion and diversity.
Annual participation in Partner Preview Day (formerly pre-collegiate symposium)	Ongoing	College of Science & Mathematics	Faculty, staff and students in CSM offer a Learn by Doing workshop for prospective students from partner schools.

Items in bold are key initiatives.

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Initiative	Date	Department/Unit	Comments
PolyCultural Weekend	Ongoing	College of Science & Mathematics	All departments in CSM provide college and department tours to newly admitted students who come to campus for PCW; CSM also co-sponsors the event each year.
Bridges to Baccalaureate	Ongoing	College of Science & Mathematics	Faculty in a variety of departments in CSM host community college students in summer faculty-student research experiences to facilitate transition from community college to a four-year institution
Summer Math Workshop	Ongoing	College of Science & Mathematics	Math workshops for students in Santa Maria; college sponsors the workshops with fiscal resources.
Learn by Doing Lab – camp	Ongoing	College of Science & Mathematics	Various departments hold summer camp for students from Pacheco Elementary School
Provide logistical and administrative support for LSAMP	Ongoing	College of Science & Mathematics	Louis Stokes Alliance for Minority & Underrepresented Student Participation in STEM
Partners Program	Ongoing	Admissions	Continue full day Partner Preview event that includes overviews of academic colleges, admissions and other campus resources targeting partner school prospective students. Incorporated cultural club performances. Continue to provide California with outreach and access services for schools serving communities with substantial numbers of first-generation or economically disadvantaged students and families.

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Initiative	Date	Department/Unit	Comments
			<p>Through statewide school partnerships, we will increase the number of qualified students from these communities applying and enrolling at Cal Poly.</p> <p>Influence Partner school constituents to place Cal Poly amongst their top choices by establishing a strong supportive relationship with Partner schools.</p> <p>Increase Partner student enrollment by 2%.</p> <p>Partner school applicants increased from 7,391 applicants in Fall 2017 to 7,869 applicants in Fall 2018 (6% increase in partner school applicants since last year).</p> <p>Partner school selected students have increased from 12.8% in 2011 to 16.6% in 2017 as share of selected students.</p> <p>76 Partner high schools were visited in Fall 2017 (for Fall 2018 application cycle) by 4 admissions officers.</p> <p>Final yield data is still TBD for Fall 2018- available mid-May.</p>
Poly Reps	Ongoing	Admissions	<p>Additional trainings and facilitation around privilege, inclusive language, and diversity at Cal Poly. Training includes implicit bias training for recruitment committee.</p> <p>Continue to provide campus tours to schools with high volumes of underrepresented students.</p>

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Initiative	Date	Department/Unit	Comments
			<p>Group Tour Numbers: FY 16-17 to FY 17-18: 9,834 to over 10,600 visitors.</p> <p>Expansion of organization to 40 members to better serve more campus visitors (including group tours).</p>
Partners Ambassadors	Ongoing	Admissions	<p>Recruit and train Partner Ambassadors to service diverse K-12 and community college student populations.</p> <p>Coordinate ambassadors to serve on student panels.</p> <p>Continue to provide informal Cal Poly campus tours to schools with high volumes of underrepresented students.</p> <p>Partners Ambassadors have volunteered at 30 events serving underrepresented prospective student populations visiting campus from Fall 2017-Spring 2018.</p>
Hometown Heroes	Ongoing	Admissions	<p>Organize Hometown Heroes (Cal Poly students) to go back to their hometown high school or community college to recruit prospective students.</p> <p>Encouraged the enrollment of highly qualified, inclusive and diverse new student population.</p> <p>34 current members of Hometown Heroes.</p>
Revised campus procedures for recruiting tenure-track faculty to attract diverse candidates.	Ongoing	Academic Affairs Office of University Diversity & Inclusion (OUDI)	Improve the university's ability to obtain diverse pools of highly qualified faculty candidates; advance diverse

Items in bold are key initiatives.

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Initiative	Date	Department/Unit	Comments
			candidates in the interview process; and highlight our university's value of diversity and inclusive teaching.
Conduct training on hiring and implicit bias for all tenure-track faculty search committees.	Ongoing	Academic Affairs Office of University Diversity & Inclusion (OUDI)	For all tenure-track faculty search committees, with the goal of developing deep and diverse applicant pools.
Enhanced/increased growth of the BEACoN Mentor Network	Ongoing	Academic Affairs Office of University Diversity & Inclusion (OUDI)	
Developed and implemented implicit bias training for all search committee members.		Academic Personnel	
Affordable Learning Solutions	Ongoing	Center for Teaching Learning & Technology partnership with Disability Resource Center and other campus units	CSU-led initiative to provide affordable open-source and electronic course materials. Because of this program, Cal Poly students saved \$2.6 million on textbooks in AY 2017-18.
Expansion of support for Cal Poly Scholars	Ongoing	University Advising	To target students with the lowest Expected Family Contribution and to provide proactive advising during the first two years and wraparound support for the scholars.
Mustang Success Center partnered with CENG on initiatives to better support students with risk factors.	Ongoing	University Advising College of Engineering	Provided intrusive advising for first-year CENG students who were on academic probation first two quarters. Tripled retention to the second year. ACE (Academic Coaching Experience) advising: Identified students in the mandated run admissions process in CENG. Developed proactive advising for cohort over first two years.
Transfer Conversation Group		University Advising	Focus on efforts campus wide to better support transfer students, especially the transition to Cal Poly. Cross campus collaboration with ~ 15 participants.

Items in bold are key initiatives.

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Initiative	Date	Department/Unit	Comments
Mustang Success Center participated in Undocumented Student Ally training	2016	University Advising	Fourteen participants
Select new courses offered or under development	2015 - Ongoing	<p>NR 323 – Human Dimensions in Natural Resources Management</p> <p>NR 324 – Social Dimensions of Sustainable Food and Fiber Systems</p> <p>NR 260 – Ethnicity and the Land</p> <p>RPTA 201 – Sociocultural Dimensions of Work and Leisure</p> <p>RPTA 257 – Leadership and Diverse Groups</p> <p>FSN 250 – Food and Nutrition: Customs and Culture</p> <p>ES 311 – Beyoncé: Race, Feminism and Politics</p> <p>ES 250 – Comparative Studies in Race and Sport</p> <p>Chicana/o Literature</p> <p>Latina/o Literature</p> <p>Chicana/o Film</p> <p>Chicana/o Poetry</p> <p>ES 114 – Introduction to Ethnic Studies</p> <p>ENGL 348 – Asian American Literature.</p> <p>ENGL 312 –Translingual Rhetorical Inquiry and Writing</p> <p>ENGL 370 – Topics in Representations of Gender in Film.</p> <p>ANT 393 – Action-oriented Ethnography</p> <p>ANT 460 – Queer Anthropology</p> <p>ES 345 – Queer Ethnic Studies</p> <p>POLS 417 – Feminist Legal Theory</p> <p>WGS 302 – Contemporary Issues in Queer Studies</p> <p>BUS 100 – Orientation & College Success</p> <p>ES 350 – Gender, Race, Culture, Science and Technology</p>	Many new courses added across colleges, many of which satisfy General Education requirements.

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Initiative	Date	Department/Unit	Comments
		<p>WGS 345 – Queer Ethnic Studies</p> <p>WGS 351 – Global Engineering & Technology: Gender, Race, Class, Nation</p> <p>ECON 303 – Economics of Poverty, Discrimination and Immigration</p> <p>COMS 316 – Intercultural Communication</p> <p>TH 305 – Topics in Diversity on the American Stage</p> <p>KINE 255 – multicultural perspectives in health</p> <p>KINE 260 – women in health</p> <p>KINE 323 – Sport and Gender</p> <p>KINE 324 – Sport, Media and American Popular Culture)</p> <p>EDUC 402 - Learning to Teach K-8 Health and Physical Education with Diverse Populations</p> <p>EDUC 405 - Social, Historical and Cultural Influences on Latino/a Students in Education</p> <p>EDUC 423 - Bilingual Literacy</p> <p>EDUC 433 - Foundations of Bilingual Education</p>	
<p>Diversity in the Curriculum (Teaching Diversity & Inclusion Everywhere) (TIDE)</p>	<p>2015 Ongoing</p>	<p>Center for Teaching, Learning & Technology (CTLT)</p> <p>Office of University Diversity & Inclusion (OUDI)</p>	<p>Year-long programs beginning each summer to assist faculty in enhancing diversity and inclusion in their teaching. The program culminates with each faculty member creating a complete course.</p>
<p>Appointed associate deans whose positions include diversity and inclusion as significant parts of their duties.</p>	<p>2015 Ongoing</p>	<p>College of Architecture and Environmental Design</p> <p>College of Agriculture, Food & Environmental Sciences</p>	

Items in bold are key initiatives.

*Initiative is planned, but implementing will require additional resources.

Initiative	Date	Department/Unit	Comments
		College of Liberal Arts College of Engineering Orfalea College of Business College of Science & Mathematics	
CENG faculty member teaching computer coding in the women's jail.	2015 Ongoing	College of Engineering	
Faculty Hiring	2015-2018 2016-2017	College of Agriculture, Food & Environmental Sciences College of Science & Mathematics	Five recent hires across the college that expand our capacity to address diversity and inclusion in a specific disciplinary context. Eight new faculty of color hired across multiple departments
Faculty advisor and professional advisor training.	2014-2018	University Advising	Diversity and inclusion discussions part of the training. About 14 faculty and 70 new professional staff trained.
Established BEACoN Mentor Program and created a network for faculty to serve as mentors to underrepresented students	2014 - 2017	Academic Affairs Office of University Diversity & Inclusion (OUDI)	Faculty members (two from COSAM, one from CLA and one from CAFES) tasked with creating vision, mission and strategic objectives for BEACoN.
Quarterly presentations to students enrolled in first generation seminar (PSY 251)	2014 and ongoing	College of Science & Mathematics	Each quarter, associate dean works with the facilitators of PSY 251 and meets with students to discuss strategies for navigating Cal Poly in ways that support their academic and personal success.
Inclusion and Diversity themed book circles for faculty and staff	2013 Ongoing	Center for Teaching, Learning & Technology (CTLT)	Over four years, 20 different titles read and discussed for putting ideas and principles into practice in teaching and student support work. An estimated 300 participants.
Inclusive Excellence Specialist	2013 Ongoing	Center for Teaching, Learning & Technology (CTLT)	Full-time position designed to enhance the campus climate for inclusion and diversity through instruction by

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Initiative	Date	Department/Unit	Comments
			working with faculty to create more inclusive learning experiences for all students, including diverse students. Workshops, individual consultations, close collaboration with OUDI and Student Affairs for programs and services.
CSU STEM VISTA	2013 Ongoing	College of Science & Mathematics	Provides resources (fiscal, office, administrative support) for CSU STEM VISTAs.
Gender diversity and growth in under-represented groups	2013 Ongoing	College of Engineering	Over the past five years the college has seen remarkable progress in the percentage of women in the freshman cohort, from 20.2% to 28.3%. These efforts were largely due to Women's Engineering Program (WEP) and department level activities. The percentage of URM in the college has increase slightly from 16.6% to 18.2% over this same five-year period due to multiple outreach activities.
Academic Department Chairs & Heads Learning Community	2013 Ongoing	Academic Programs & Planning	Learning Community with focused readings on leadership, diversity and inclusion in the workplace, and related issues. Facilitated by a group leader.
The library hosts the Summer Institute Program	2012 Ongoing	Kennedy Library	Provides dedicated library study space to EOP and TRIO Achievers students.
EOP/Outreach Student Assistant position	2012 Ongoing	Kennedy Library	Dedicated and library-funded.
Recruitment of URM Students	2011 Ongoing	Admissions	FTF URM applicants have increased 78.4% from 2011 to 2018 FTF Latino applicants have increased 80.1% from 2011 to 2018 FTF African American applicants have

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Initiative	Date	Department/Unit	Comments
			<p>increased 31% from 2011 to 2018</p> <p>Transfer URM applicants have increased 110.6% from 2011 to 2018</p> <p>Transfer Latino applicants have increased 118.3% from 2011 to 2018</p> <p>Transfer African American applicants have increased 128% from 2011 to 2018</p> <p>Encouraged a culture that supports equity, inclusion, and community by fostering dialogue, respect and personal growth.</p>

Items in bold are key initiatives.

*Initiative is planned, but implementing will require additional resources.



Student Affairs Diversity Action Initiatives

Future Actions

Initiatives	Date	Department/Unit	Comments
Design a diversity and inclusion (10-week) seminar for students		Vice President for Student Affairs, Cross Cultural Centers, Center for Leadership	Helping to build cultural humility, leadership and community among first year students
Create a Conflict Resolution Center for students		Dean of Students, Office of Student Rights and Responsibilities, Vice President for Student Affairs	A voluntary, neutral, process and confidential process to assist students in finding a solution to conflict in a fair way
Establish a Center for Transfer Student Success		Vice President for Student Affairs, Student Academic Services	
Develop larger program that promotes upstanding through bystander intervention, alcohol, other drugs prevention/education for students		Vice President for Student Affairs, Campus Health and Wellbeing, WITH US	
Implement recommendations from the Collective Impact Strategy Groups		Vice President for Student Affairs	
Create a program to serve students who were part of the foster care system		Vice President for Student Affairs, Student Academic Services	
Create an Interfaith Center		Vice President for Student Affairs, Center for Service in Action	
Increase staff and expand space of the Black Academic Excellence Center		Vice President for Student Affairs, Student Academic Services	
Create an American Indian and Indigenous Research and Cultural Center for students, faculty, staff and the community		Vice President for Student Affairs	
Identify a community space for EOP and TRIO Achievers Program		Vice President for Student Services, Student Academic Services	
Provide programmatic funding for the newly established Dream Center		Vice President of Student Affairs, Student Academic Services	
Develop a program to serve the needs of students who meet the criteria for EOP and/or TRIO Achievers that we are unable to support due to funding		Vice President for Student Affairs, Student Academic Services	

Items in bold are key initiatives.

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Current – Ongoing

Initiative	Date	Department/Unit	Comments
Implement a pre-enrollment Diversity Training for new Cal Poly students (First year and transfer)	Summer 2018	Vice President for Student Affairs, Student Academic Services, Black Academic Excellence Center, Cross Cultural Center, New Student Transition Programs	
Create Cal Poly Core Pre-Orientation for Black, Latino/a and Native American students	Summer 2018	Vice President for Student Affairs	Enhancing sense of belonging among these students prior to WOW
Create affinity-based residential learning communities	Summer 2018	University Housing	These communities will be for 1 st year and transfer students
Implement a Secretary of Diversity and Inclusion within the Executive Cabinet	Spring 2018	Associated Students, Inc.	
Create a social justice programming line item within the ASI budget	Fall 2018	Associated Students, Inc.	Will be open to any group on campus to apply for, currently pending board approval for the procedures and application process
Provide ongoing trainings regarding social and structural inequality and cultural awareness	Fall 2018	Associated Students, Inc.	New requirement for all ASI fulltime staff, ASI Student Staff, and ASI Student Government members
Enhance of gender-based violence prevention and response efforts on campus	Summer 2018	Dean of Students, SAFER	Execute plan that was submitted and funded by the Department of Justice
Name the yak?itvutvu residential complex, in recognition of the Northern Chumash Tribal sites throughout the Central Coast region and have all-gender restrooms.	Fall 2018	University Housing	
Develop educational programming student organizations about cultural misappropriation	Fall 2018	Fraternity and Sorority Life	
Expand the MultiCultural Center spaces.	Fall 2018	Cross Cultural Centers, Associated Students Inc.	
Create a Diversity and Inclusion seminar for new members of fraternities and sororities	Fall 2018	Fraternity and Sorority Life, Vice President for Student Affairs	



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Student Affairs

*Initiative is planned, but implementing will require additional resources.

Items in bold are key initiatives.

Initiative	Date	Department/Unit	Comments
Expand Diversity and Inclusion Leadership Training for student leaders	Fall 2018	Vice President for Student Affairs, Dean of Students, Associated Students Inc, Leadership and Service	Advanced workshop that discusses topics of diversity and inclusion
Create EOP Living and Learning Community	Fall 2018	Student Academic Services, University Housing	
Expand gender-inclusive housing to all 12 learning communities	Fall 2018	University Housing	
Create Cross Cultural Advocacy RA position in Housing	Fall 2018	Cross-Cultural Centers, University Housing	
Create a Housing Grant for low-income students	Fall 2018	University Housing	
Establish the Asian-Pacific Islander Chapter of the CPAA	Fall 2018	Alumni Relations	
Assist fraternities and sororities to create chapter positions for diversity and inclusion	Spring 2019	Fraternity and Sorority Life	
Expand Diversity Leadership Training for student leaders	Spring 2019	Vice President for Student Affairs, Center for Leadership, Associated Students Inc.	
Create Social Justice and Inclusion Retreat for Student Affairs staff	Winter 2019	Vice President for Student Affairs	<p>Develop and promote a respectful and well-informed campus climate by creating or deepening staff knowledge about various diversity-related themes</p> <p>Increase staff members' abilities to effectively connect with diverse student populations in new ways</p> <p>Staff members should be able to take information presented at in-services and use it to develop their own programming, for use in residence halls, departmental meetings, and other student service-oriented settings.</p>
Establish the Cultural Humility Institute for Student Affairs staff	Winter 2019	Vice President for Student Affairs, Office of Diversity and Inclusion	Six-month cohort-based academy that strengthens relationships and provides staff with an intermediate to



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Items in bold are key initiatives.

Initiative	Date	Department/Unit	Comments
			advanced knowledge on topics related to racial justice and inclusion.
Create a comprehensive Diversity Action Plan for the division of Student Affairs	Winter 2019	Vice President for Student Affairs	

Completed-Ongoing Actions

Initiative	Date	Department/Unit	Comments
Created the Veterans Success Center	2012	Vice President for Student Affairs, Dean of Students	
Created the Center for Leadership and hired a director and coordinator	2013	Vice President for Student Affairs, Dean of Students	
Established the Black Alumni Chapter of the CPAA	2014	Alumni Association	
Established the Black Academic Excellence Center	2014	Student Academic Services	
Created the Career Services Diversity Fund	2016	Career Services	
Implemented all-housing staff Diversity and Inclusion Training	2016	University Housing	
Increased the number of professional staff in the Cross-Cultural Centers	2016	Vice President for Student Affairs, Dean of Students	
Elevated the leadership position to Assistant Dean of Students and Director of the Cross-Cultural Centers	2016	Vice President for Student Affairs, Dean of Students	
Converted all possible single-stall restrooms to all-gender restrooms campus-wide	2016	Vice President for Student Affairs	
Created and hired the first AVP for Diversity and Inclusion	2017	Vice President for Student Affairs	
Initiated Cross-Cultural Experience during WOW	2017	Cross Cultural Centers, New Student Transition Program	
Created the Dream Center and hired a full-time coordinator	2017	Student Academic Services	
Created the Multi-Faith Prayer and Meditation Room	2017	Vice President for Student Affairs, Kennedy Library	
Established the Chicano/Chicana Alumni Latino/Latina Indigenous Alumni Chapter of the CPAA	2017	Alumni Association	
Implemented Fraternity and Sorority Life Chapter Reviews	2017	Fraternity and Sorority Life	
Student of Color Summit	2017	Cross Cultural Center	



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Items in bold are key initiatives.

Initiative	Date	Department/Unit	Comments
Provided scholarships to assist low-income students attend WOW	2017	New Student and Transition Programs	
Required cultural competency Training for Health and Wellbeing Providers	2017	Health and Wellbeing	
Reestablished the Interfaith Campus Council	2017	Center for Service in Action	
Increased funding to expand Poly Cultural Weekend	2018	Vice President for Student Affairs, Cross Cultural Center, Dean of Students	
Created the Student Leadership Institute retreat with emphasis on creating a more inclusive campus climate	2018	Center for Leadership	



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Items in bold are key initiatives.