

Comprehensive External Review: Phase 2
Executive Summary
California State University, San Luis Obispo
Fraternity and Sorority Life
Division of Student Affairs
2019

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At the request of Mr. Jason Mockford, Director of Leadership and Service at California Polytechnic State University, San Luis Obispo (Cal Poly), a follow up external review visit was conducted for the Fraternity and Sorority Life (FSL) area in the Division of Student Affairs. Dr. Juan R. Guardia conducted a formal external campus review follow up visit (Phase 2) on April 4th and 5th, 2019; he completed the initial external review campus visit (Phase 1) on June 7th and 8th, 2018 and submitted the initial report and executive summary in September 2018.

The external consultant yielded five themes derived from the various data collection procedures, including document collection; focus groups and individual interviews with stakeholders: students, faculty, administration, and advisors. The five themes are (1) Overall Optimism for Cal Poly FSL; (2) Purposeful Programming; (3) Human Resources; (4) Communication and Transparency; and (5) Additional Factors and Concerns.

Overall optimism for Cal Poly FSL highlighted how the community has moved forward; it is clear that there has been an intentional, positive change in the FSL community in the last year. Stakeholders shared how the FSL community has come together, learned from the racially insensitive incident, both in their FSL communities and in the greater campus microcosm, that is positively affecting the direction of Cal Poly fraternities and sororities. Purposeful programming discussed the collaborative programs focused on diversity and inclusion that educate and inform the FSL community. Human resources focused on the addition of new FSL staff to better handle their responsibilities and challenges with balancing workloads. Communication and transparency described the various avenues of communication that are transparent and reach multiple stakeholders, with advisors requesting additional points of contact. Additional factors and concerns highlighted some pressing concerns that were discussed within FSL and beyond that affect the Cal Poly community.

The Cal Poly FSL staff and community have made great strides since the racially insensitive incident in April 2018. It is clear the FSL staff have done their due diligence to collaborate with Division of Student Affairs partners to provide FSL students with purposeful and reflective diversity and multicultural programming that has enhanced students' sense of self, identity exploration, and expanded their knowledge base. Diversity and inclusion work is simply not a one-time programmatic experience, and the FSL staff should continue to explore additional annual programming avenues to continue the conversation as it pertains multiculturalism, privilege, diversity, and inclusion. The additional recommendations provided build upon the Phase 1 recommendations, thus strengthening and enhancing FSL. Moreover, the addition of new FSL staff also aids in the distribution of work and assists in their self-care, personally and professionally. With the advocacy and support of Mr. Jason Mockford, Director of Leadership and Service, Associate Vice President for Student Affairs and Dean of Students Dr. Kathleen N. McMahon, and Vice President for Student Affairs Dr. Keith B. Humphrey, I believe the FSL staff have their full backing to be successful in their work.

Overall Recommendations

1. FSL Diversity and Inclusion programming should continue to be required and updated annually for all fraternities and sororities. A new theme related to diversity and multiculturalism should be implemented each year, with input from FSL staff, students, alumni, and advisors.
2. FSL should collaborate programmatically with fraternity and sorority national headquarters. FSL can assess which diversity and multicultural programs are being provided by the national organizations and develop programs that strengthen and enhance their already established programs. As such, programs would not feel repetitive and/or duplicated and can serve as natural extensions of learning.
3. Mandating all FSL students to attend all diversity and multicultural programming may be difficult. FSL should work with and require each chapters diversity and inclusion chairs to attend specific diversity and inclusion programs, which they in turn can deliver to their specific chapters. Chapter members will be trained by their diversity and inclusion chairs and then provide proof that they have been trained, which can then be submitted to the FSL Office.
4. The addition of new FSL staff members provide for an even distribution of FSL work and responsibilities. One of the additional staff members will be an equity and inclusion coordinator. This new position should work collaboratively with DOS staff, including Cross Cultural Center staff, other administrators, and faculty in the delivery of diverse and multicultural programming for the FSL community, which would alleviate any potential burnout and not be the sole individual responsible for delivery of all such programs.
5. The FSL Office is currently housed in what was the former Cal Poly Alumni Association building. Unfortunately, the FSL staff utilize only $\frac{3}{4}$ of the building as there are some former Alumni Association offices left vacant. The FSL office current location should be configured solely as the FSL building.
6. FSL Staff have developed avenues of communication that are transparent and reaches multiple stakeholders. FSL may want to consider improving their communication and involvement with advisors and alumni, such as bi-monthly meetings and quarterly update meetings, thus providing them additional opportunities to contribute to the FSL community experience.
7. FSL staff hosted Hazing Prevention Week November 5-8, 2018, which included a required hazing prevention education module. It would be in FSL's best interest to require any prospective students interested in Cal Poly fraternities and sororities to participate in a mandatory hazing prevention workshop *before* joining any organization. FSL staff can utilize the Hazing Prevention Took Kit: https://clerycenter.org/wp-content/uploads/2018/04/Hazing-Prevention-Toolkit_CleryCenter-StopHazing.pdf and personalize it for the Cal Poly community. After completion, prospective students can provide their potential fraternities and sororities with a certificate demonstrating that

they participated in hazing prevention. For current FSL students, ongoing education such as Hazing Prevention Week is great, but proactive programming should be year round.

- 8.** With regard to the increase use of alcohol, FSL staff should mandate that all FSL prospective and current members have completed alcohol awareness and alcohol.edu training offered by Campus Health and Wellbeing prior to the start of the new academic year.
- 9.** FSL has collaborated with SAFER on sexual misconduct, sexual assault, and dating and domestic violence trainings, including sessions in Fall and Winter quarters in 2018-2019. These trainings should continue to be required for new and current FSL members, but with the added caveat of prospective FSL members as well.
- 10.** As noted earlier, Cal Poly is a predominantly White institution. Stakeholders have shared that issues of privilege, diversity, and inclusion go beyond the FSL community and are present university wide. The Dean of Students and the Division of Student Affairs should proactively take the lead in collaborating with students and faculty via town halls and forums to discuss the past, find ways in which to heal, and assist Cal Poly in moving forward.