

R-EDGE DEI ACTION PLAN, AT A GLANCE



OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Research, Economic Development and Graduate Education (R-EDGE) acknowledges that there are existing inequities and barriers to research, scholarship and creative activities at Cal Poly. We believe diversity promotes transformation and that learning is optimized when all voices are heard, respected and valued. Our commitment is to provide equitable opportunities for all Cal Poly students, faculty and staff. We are excited by the creative and innovative solutions that arise through collaboration, and we welcome you to join us. Please view our full 20-page DEI action plan on our website at <https://research.calpoly.edu/purpose>

R-EDGE DEI GOALS AND METRICS

GOAL 1:

Create an aligned and cohesive focus on diversity, equity and inclusion within Research, Economic Development and Graduate Education (R-EDGE).

- Metric 1: Increase focus of diversity, equity and inclusion in R-EDGE strategic plans and goals.
- Metric 2: Increase opportunities for continued and appropriate professional development around justice, equity, inclusion and diversity.

GOAL 2:

Ensure that R-EDGE activities, resources and work positively impact efforts to create a more just, equitable, inclusive and diverse division, Cal Poly and Cal Poly Corporation.

- Metric 3: Facilitate faculty focus groups and surveys to identify barriers to research at Cal Poly.
- Metric 4: Through the use of accessible technology and other means, increase the transparency and equity of processes related to research participation and administration on- and off-campus.

GOAL 3:

Advance diversity, equity, inclusion and justice and reflect the principles of Inclusive Excellence within the division's contributions to the ongoing growth and work of faculty teacher-scholars, undergraduate and graduate students, and staff professionals.

- Metric 5: Enhance existing student research programs and increase the funding available to support student research—including expanding access to financially supported student research opportunities for students and for faculty mentors from minoritized groups.
- Metric 6: Increase awareness around barriers to scholarly engagement resulting from institutional and other implicit biases and increase outreach to and support of students, faculty and staff from minoritized groups.

GOAL 4:

Engage the Cal Poly community to create innovative scholarship that addresses and responds to real-world problems of justice, equity, inclusion and diversity to create a more just, equitable and inclusive campus, Central Coast and California.

- Metric 7: Increase the number of internal and external sponsored project proposal submissions by first-time PIs and PIs from minoritized groups.

GOAL 5:

Utilize our metrics to continuously monitor and assess DEI-related outcomes and impact.

Land acknowledgement: Cal Poly is located in tiłhini, the Place of the Full Moon. We gratefully acknowledge, respect and thank yak titʻu titʻu yak tiłhini, Northern Chumash Tribe of San Luis Obispo County and region in whose unceded ancestral territories we are guests.