



**CAL POLY**

Research, Economic Development  
& Graduate Education

# DIVERSITY, EQUITY AND INCLUSION ACTION PLAN

2021-23



# WELCOME

With the creation and reorganization of the Division of Research, Economic Development and Graduate Education (R-EDGE) in the 2019-20 academic year, we were provided the opportunity to revisit and shape our commitment to justice, equity, inclusion and diversity. We created a cross-divisional team of faculty, staff and administrators to envision how R-EDGE contributes to and supports the creation of a more just, more equitable and more inclusive campus, community and state.

The Diversity, Equity and Inclusion (DEI) Committee worked together to think about, draft and edit the following goals and action plan to help us strategically guide our shared and individual work. We believe that this plan, based in our shared values and commitments, supported by evidence and metrics, and vetted by our division and members of our community, will guide us for the next five years.



CAL POLY PRIDE CROSSWALK

Land acknowledgement: *Cal Poly is located in tithini, the Place of the Full Moon. We gratefully acknowledge, respect and thank yak tit<sup>y</sup>u tit<sup>y</sup>u yak tithini, Northern Chumash Tribe of San Luis Obispo County and region in whose unceded ancestral territories we are guests.*

# OUR PURPOSE

The Division of Research, Economic Development and Graduate Education provides leadership to Cal Poly faculty, students and staff in the pursuit of excellence in their scholarship, research, creative activities and professional development efforts. We seek to provide opportunities, foster collaboration and innovation, inform, guide, champion and support faculty, students, and staff as they seek knowledge, change and development.

The units in our division proactively strive to create an inclusive, equitable and diverse environment in which the professional development, scholarship, research and creative accomplishments of faculty, students and staff are encouraged, rewarded and valued both on campus and at the local, state and national levels. Together, we foster and support the ongoing growth and work of students, teacher-scholars, researchers and professionals.

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# OUR COMMITMENT TO DEI

## R-EDGE DEI COMMITMENT

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.

## R-EDGE DEI GOALS

### Goal 1:

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

### 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.

### 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.

### 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.

### Goal 5:

Develop and integrate meaningful metrics that allow us to measure outcomes and impact.

## ALIGNMENT OF R-EDGE GOALS WITH THE UNIVERSITY STRATEGIC PLAN

	R-EDGE Goal 1	R-EDGE Goal 2	R-EDGE Goal 3	R-EDGE Goal 4	R-EDGE Goal 5
<b>Strategic Priority 1:</b> Enhance the success of all Cal Poly students.	X	X	X	X	X
<b>Strategic Priority 2:</b> Cultivate the excellence of all employees.	X	X	X	X	X
<b>Strategic Priority 3:</b> Enrich the campus culture of diversity, equity and inclusion.	X	X	X	X	X
<b>Goal 3A:</b> Create an aligned and cohesive focus on diversity and inclusion across the university.	X	X	X	X	X
<b>Goal 3B:</b> Create and sustain a more diverse, equitable and inclusive community that reflects and serves the diverse people of California.	X	X	X	X	X
<b>Goal 3C:</b> Prepare all students for their future through an education that includes diversity learning and reflects the principles of Inclusive Excellence.	X	X	X	X	X
<b>Goal 3D:</b> Further develop a campus climate that reflects the values of diversity, equity and inclusion, as well as free inquiry and mutual respect.	X	X	X	X	X
<b>Strategic Priority 4:</b> Strengthen our portfolio of academic programs.	X	X	X	X	X
<b>Strategic Priority 5:</b> Create an engaged, vibrant and healthy community for students.	X	X	X	X	X
<b>Strategic Priority 6:</b> Leverage data and technology to support the institution's mission.		X			X
<b>Strategic Priority 7:</b> Secure our future by improving finances, facilities and systems.		X		X	X

# R-EDGE DEI GOALS AND SUBGOALS

- 1. Create an aligned and cohesive focus on diversity, equity and inclusion within Research, Economic Development and Graduate Education (R-EDGE).**
  - 1a: Revise strategic goals for the R-EDGE division to make DEI more explicit and centered.
  - 1b: Develop unit-specific subgoal plans and metrics related to DEI.
  - 1c: Cultivate a workplace culture that welcomes, respects and values people of different backgrounds, abilities and perspectives.
  - 1d: Create opportunities for continued and appropriate professional development around justice, equity, inclusion and diversity.
  - 1e: Practice customer service that creates an environment of equity and inclusiveness.
- 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.**
  - 2a: Determine the barriers or challenges faculty, staff and students face in conducting research, scholarship and creative activities at Cal Poly, and identify ways R-EDGE can better support researchers.
  - 2b: Increase transparency of access for student research opportunities in all disciplines (on and off campus) to address the documented gap in participation for BIPOC students at Cal Poly in student research (National Survey of Student Engagement, 2017).
  - 2c: Leverage technology to increase the transparency and equity of processes related to research participation and administration on and off campus.
  - 2d: Support Cal Poly's efforts to be recognized as a Minority Serving Institution (MSI) and Hispanic Serving Institution (HSI) as part of our institutional commitment to the success of students, faculty and staff from minoritized groups.
- 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.**
  - 3a: Actively support faculty, students and staff from minoritized groups.
  - 3b: Engage in proactive outreach to students, faculty and staff from minoritized groups.
  - 3c: Reframe outreach activities and procedures to emphasize social justice and equity principles embedded within regulations and requirements.
  - 3d: Support the professional development of mentors and mentees — including a focus on diversity, equity, inclusion and justice in student research contexts.
  - 3e: Increase the diversity of the applicant pool, selection and yield processes for Cal Poly's graduate programs by expanding recruitment activities and supporting holistic candidate review.

## **R-EDGE DEI GOALS AND SUBGOALS, CONTINUED**

- 3f: Work with colleges, Graduate Education and other campus entities to enhance their existing student research programs and build capacity in new areas — including diversity, equity, inclusion and justice initiatives.
  - 3g: Promote a graduate climate and culture that reflects the values of diversity, equity and inclusion.
  - 3h: Understand and create a campus climate and programming that are unique to graduate students to support the creation of a climate that reflects the values of justice, inclusion and equity.
  - 3i: Continue to support graduate programs in their work to create a more just, more equitable, more inclusive and more diverse Cal Poly, Central Coast and California.
- 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.**
- 4a: Increase the overall funding available for research, scholarship and creative activities on campus, and ensure that these opportunities are supporting the creation of a more equitable and just campus via opportunities for students, faculty and staff.
  - 4b: Identify and develop external funding for an optional certificate program for graduate students that will provide support and space for students to “do the work” of integrating their engagements with Learn by Doing projects; research, scholarship and creative activities; and their commitments to social justice, equity, diversity and inclusion.
  - 4c: Identify and share more external-sponsored project funding opportunities that center on diversity, equity and inclusion initiatives with the campus community; support increased submissions to these DEI funding opportunities.
  - 4d: Increase the number of internal- and external-sponsored project proposal submissions by first-time PIs and PIs from minoritized groups.
  - 4e: 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.
  - 4f: Ensure that student funding opportunities are equitable and aligned to attract and retain a diverse and inclusive university community.
- 5. Develop and integrate meaningful metrics that allow us to measure outcomes and impact.**



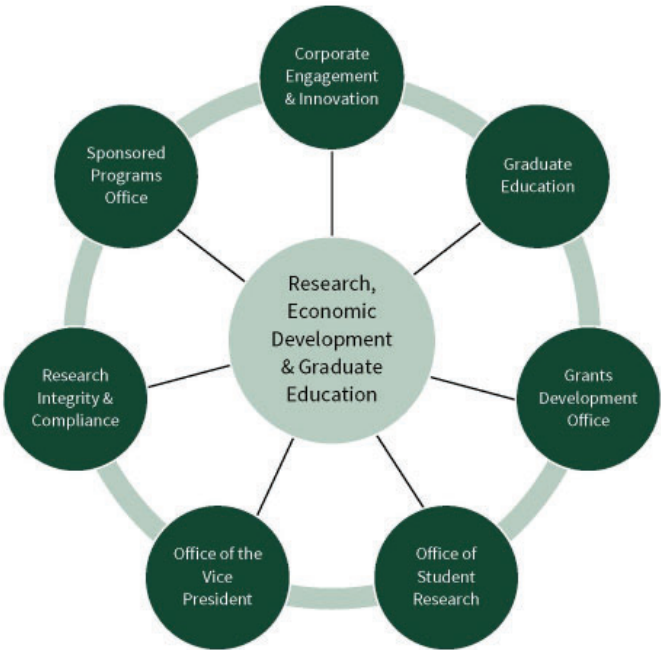
CAL POLY CAMPUS

# UNIT GOALS

As part of our process, units within the division developed a set of unique goals to guide their unique work. Given the breadth of activities and audiences, connections and constituencies, we worked between these individual unit goals and division goals to develop a cohesive strategic plan that spanned the entire division. We worked to ensure that individual units were connected together strategically in meaningful ways to support the creation of a more just, more equitable and more inclusive campus, community and state.

Unit goals are mapped onto our overall division goals over the next nine pages. Each unit also presents work to date and initial metrics to help us understand progress and gaps.

## UNITS IN OUR DIVISION







# Office of the Vice President

The Office of the Vice President provides leadership and support to faculty, staff and students in their research, scholarship and creative efforts. We oversee a number of programs dedicated to supporting and enhancing the Cal Poly research experience.



## Unit Goals

- 1a. Revise strategic goals for the R-EDGE division to make DEI more explicit and centered.
- 1c. Cultivate a workplace culture that welcomes, respects and values people of different backgrounds, abilities and perspectives.
- 1d. Create opportunities for continued and appropriate professional development around justice, equity, inclusion and diversity.
- 1e. Practice customer service that creates an environment of equity and inclusiveness.
- 2a. Determine the barriers or challenges faculty, staff and students face in conducting research, scholarship and creative activities at Cal Poly, and identify ways R-EDGE can better support researchers.
- 2d. Support Cal Poly's efforts to be recognized as a Minority Serving Institution (MSI) and Hispanic Serving Institution (HSI) as part of our institutional commitment to the success of students, faculty and staff from minoritized groups.
5. Develop and integrate meaningful metrics that allow us to measure outcomes and impact.

## ACTIONS

### 1 SUPPORT

Organize quarterly divisionwide opportunities geared toward cultural competence and provide division support for staff DEI learning activities.

### 2 LISTEN

Conduct focus groups and a follow-up survey for faculty and staff representing various demographics to better understand and improve the Cal Poly research experience.

### 3 SUSTAIN

Increase available funding to create and sustain a more diverse, equitable and inclusive university community.

## METRICS

- Develop an annual survey to assess division staff participation in DEI activities.
- R-EDGE DEI committee meets bimonthly and will evaluate division participation in DEI activities.
- Use focus group and survey data to help improve the Cal Poly researcher experience.



# Graduate Education

Cal Poly Graduate Education strives to create an inclusive and welcoming environment that values, respects and empowers all of our graduate students, faculty and staff. We commit to our collective and individual responsibility to create communities that are just, equitable and promote human dignity. It is through embracing and celebrating our diverse communities, backgrounds and goals that we can build a campus, region, California and world where everyone can thrive.



RESEARCH AT SWANTON PACIFIC RANCH

## Unit Goals

- 1d. Create opportunities for continued and appropriate professional development around justice, equity, inclusion and diversity.
- 2b. Increase transparency of access for student research opportunities in all disciplines (on and off campus) to address the documented gap in participation for BIPOC students at Cal Poly in student research (NSSE, 2017).
- 3e. Increase the diversity of the applicant pool, selection and yield processes for Cal Poly's graduate programs by expanding recruitment activities and supporting holistic candidate review.
- 3h. Understand and create a campus climate and programming that are unique to graduate students to support the creation of a climate that reflects the values of justice, inclusion and equity.
- 3i. Continue to support graduate programs in their work to create a more just, more equitable, more inclusive and more diverse Cal Poly, Central Coast and California.
- 4f. Ensure that student funding opportunities are equitable and aligned to attract and retain a diverse and inclusive university community.
5. Develop and integrate meaningful metrics that allow us to measure outcomes and impact.

## METRICS AND PROGRESS

- 1 Funding:** Transformed Graduate Assistant Fellowship program (\$200,000) for AY 2021-22, making opportunities possible for all students regardless of documentation status; funded 10 conference awards and one research award via fellowship model; awarded 12 Graduate Equity Fellowships.
- 2 Grants submitted/awarded:** Submitted multiple grants with an emphasis on creating an inclusive educational environment with Graduate Education as PI or co-PI, and supported the submission of several grants for specific programs either via cost-share or submission support.
- 3 Recruitment and Admissions:** Created discussions around holistic review and standardized testing; encouraged holistic review of candidates. Worked with programs to identify specific recruitment needs and initiated development and implementation of targeted recruiting plans and mechanisms.
- 4 Inclusive and Supportive Graduate Culture:** Facilitated five cross-program discussions on issues of or related to DEI; participated in the 2020 CGS/JED Foundation national workshop on graduate student mental health, leading to the establishment of guiding principles around graduate student mental health; supported professional development activities related to DEI within graduate education for staff and students.

## GRADUATE EDUCATION, CONTINUED



### Accomplishments

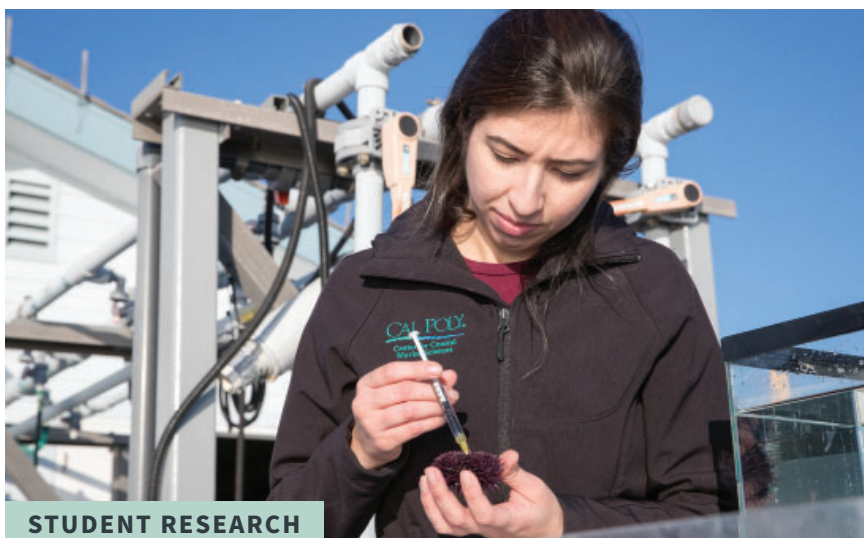
- Developed first action plan aimed at making Cal Poly Graduate Education more just, more equitable, more inclusive and more diverse.
- Submitted National Science Foundation Innovations in Graduate Education grant: Strengthening Alignment for Justice and Equity-mindedness in Student Projects, Research, Scholarship and Creative Activities to support the development of optional certificate program.
- Supported development of two Department of Education Graduate Assistance in Areas of National Need grants and one National Institute of Standards and Technology's Graduate Student Measurement Science and Engineering Fellowship program. All three submissions focused on increasing the support for graduate students from minoritized groups.
- Initiated a new recruitment plan that connects partner campuses with HSI and MSI designations with specific marketing.
- Encouraged program coordinators to continue to develop holistic review of candidates, including decreasing the reliance on standardized tests as the sole evaluation metric.
- Facilitated five program coordinator "hot topic" discussions focused on justice, equity and inclusion, including mental health, financial support, and creating graduate community, equity and inclusion.
- Redesigned our set of financial support to increase access to all graduate students at Cal Poly, regardless of documentation status.
- Invited and supported 15 graduate students and nine staff/faculty in R-EDGE to attend the National Conference on Race and Ethnicity annual conference.
- Established action items out of equity and inclusion discussion to shape a shared set of actions across graduate programs for academic year 2021-22.
- Co-hosted panels on the Sally Casanova Pre-Doctoral Fellowship and Chancellor's Doctoral Fellowship; worked with students to review and submit applications; coordinated application review; increased applications for both from the previous year.
- Coordinated Graduate Equity Fellowship.





# Office of Student Research

The Office of Student Research was launched in winter 2020. The aim of the Office of Student Research is to increase Learn by Doing research opportunities for students at Cal Poly. The Office of Student Research also coordinates Cal Poly's participation in the annual CSU Research Competition and — with the CSU LSAMP Program — serves as a primary contact for students participating in the California Forum for Diversity in Graduate Education.



## Key partners in this work include:

### BEACoN Mentors Program

(Believe, Educate and Empower,  
Advocate, Collaborate, Nurture)

**CSU-LSAMP** at Cal Poly (California State  
University Louis Stokes Alliance for  
Minority Participation in STEM)

**Student Diversity and Belonging**  
(including the Cal Poly Dream Center)

**Transfer Center and Career Services**

## Unit Goals

- 2b. Increase transparency of access for student research opportunities in all disciplines (on and off campus) to address the documented gap in participation for BIPOC students at Cal Poly in student research (NSSE, 2017).
- 3d. Support the professional development of mentors and mentees — including a focus on diversity, equity, inclusion and justice in student research contexts.
- 3f. Work with colleges, Graduate Education, and other campus entities to enhance their existing student research programs and build capacity in new areas — including diversity, equity, inclusion and justice initiatives.
- 4e. 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.
5. Develop and integrate meaningful metrics that allow us to measure outcomes and impact.

## CHALLENGING INEQUITIES IN THE 'ACADEMIC SECRET MENU' SYSTEM

The work of the Office of Student Research is shaped and inspired by the “Academic Secret Menu” project of the ReclaimingSTEM Institute. An Academic Secret Menu (also called a “hidden curriculum”) refers to information about the higher education system — including how student research and graduate education work — that some students have access to and others do not. The purpose of the ReclaimingSTEM Institute is to “change who leads the scientific enterprise and how they lead by building community, capacity and power for and with scientists from across diverse and historically marginalized communities.” **The Office of Student Research is committed to participating in and supporting efforts to create this kind of change in all disciplines and professions.**





# Pre-Award

The Grants Development Office and Pre-Award Corporate Engagement and Innovation provide leadership and guidance to faculty and staff researchers (aka PIs) interested in obtaining external funding to support research, scholarship and creative activities; professional development, curriculum development, public service projects, industry projects and other special initiatives. Both offices provide support during the planning and preparation stage, proposal submission and award acceptance of grants and contracts.



## Unit Goals

- 4c. Identify and share more external-sponsored project funding opportunities that center on diversity, equity and inclusion (DEI) initiatives with the campus community; facilitate increased submissions to these DEI funding opportunities.
- 4d. Increase the number of internal- and external-sponsored project proposal submissions by first-time PIs and PIs from minoritized groups.
5. Develop and integrate meaningful metrics that allow us to measure outcomes and impact.

### PRE-AWARD

#### Corporate Engagement and Innovation

- Collaborations with industry and nonprofit entities.
- Technology Transfer: intellectual property and commercialization for public good.
- Technology Park: on-campus home for innovative businesses.

#### Grants Development Office

- Guidance for faculty and staff interested in obtaining external funding.
- Grant and contract preparation support and services for proposals to federal, state and public entities, including university collaborations.
- Analysis and navigation of regulations and sponsor guidelines.

## ACTIONS

### 1 INCREASE VISIBILITY AND TRANSPARENCY

- Engage in proactive outreach to faculty and staff, including those from minoritized groups.
- Identify and share DEI funding opportunities, including supporting faculty in using funding opportunity databases.
- Curate DEI-focused funding opportunity listing.

### 2 IDENTIFY AND REDUCE BARRIERS

- Increase representation of first-time PIs and PIs from minoritized groups.
- Practice customer service that creates an environment of equity and inclusiveness.
- Work to ensure demographics of Cal Poly PIs are in closer parity with demographics of Cal Poly employees.

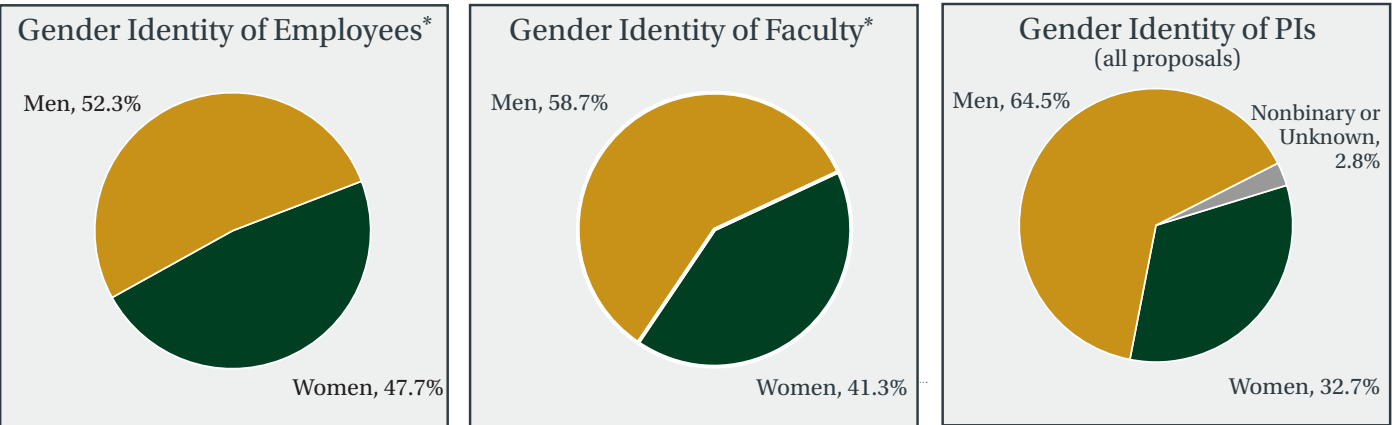
### 3 ASSESS AND REFLECT

- Measure progress of unit goals. Reflect and adjust as needed.
- Utilize division data, survey results, and campus and program reports to implement additional support services and improve processes.
- Identify new areas for improvement.

# PRE-AWARD OFFICES, CONTINUED

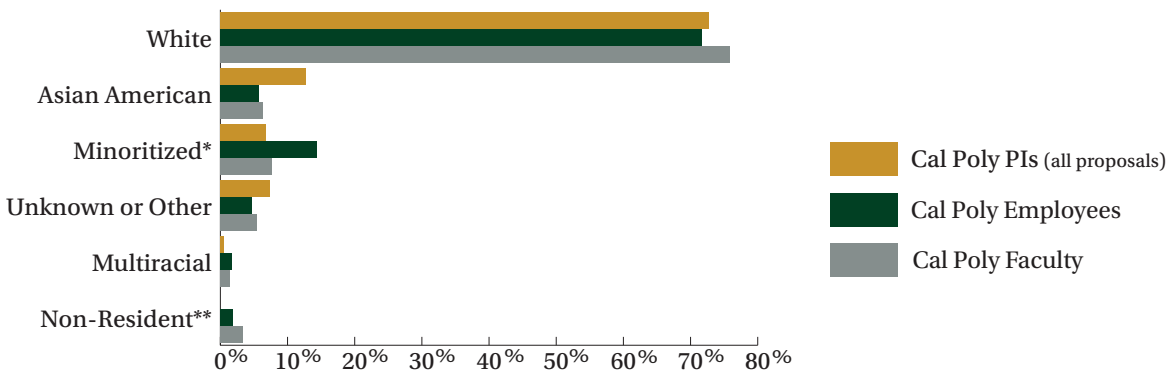
## Metrics

### GENDER IDENTITY, FIVE-YEAR AVERAGE (2016-20)



\*The Cal Poly Factbooks utilized (2016-20) do not report nonbinary or unknown gender identities for employees or faculty.

### RACE AND ETHNICITY, FIVE-YEAR AVERAGE (2016-20)



\*The Minoritized grouping includes Hispanic or Latino/a/x/e, African American or Black, Native Hawaiian or Pacific Islander, and American Indian or Alaskan Native PIs, employees or faculty. Does not include Multiracial, Non-Resident, unknown or other classifications.

\*\*Nonresident data not reported for Cal Poly PIs.

#### WHAT THE DATA SHOWS

- Individuals who are men are overrepresented as proposing PIs (64.5%) compared to the proportion of men as employees (52.3%) and faculty (58.7%) over the five-year period (2016-20).
- People from minoritized groups are underrepresented as proposing PIs (6.7%) compared to the proportion of employees (14.4%) and faculty (7.6%).

#### NEXT STEPS

- Pre-Award is actively engaged in efforts to close these gaps.

**Source citations:** Gender Identity, Race and Ethnicity of Employees and Faculty data from Cal Poly Fact Book (2016-20). Gender Identity, Race and Ethnicity of PIs data from Institutional Research.



# Research Integrity and Compliance

Research Integrity and Compliance provides Learn by Doing opportunities for students to gain expertise in ethical research practices and supports protocol and project reviews. Research integrity and compliance requirements, such as the protections for human subjects and conflict of interest requirements are connected to equity and justice issues. Research Integrity and Compliance works to increase and expand our focus on the original ethical principles behind the regulations.



**HUMAN SUBJECTS RESEARCH**

## Unit Goals

- 2a. Determine the barriers or challenges faculty, staff and students face in conducting research, scholarship and creative activities at Cal Poly, and identify ways R-EDGE can better support researchers.
- 2c. Leverage technology to increase the transparency and equity of processes related to research participation and administration on and off campus.
- 3c. Reframe outreach activities and procedures to emphasize social justice and equity principles embedded within regulations and requirements.
- 4b. Identify and develop external funding for an optional certificate program for graduate students that will provide support and space for students to “do the work” of integrating their engagements with Learn by Doing projects; research, scholarship and creative activities; and their commitments to social justice, equity, diversity and inclusion.
5. Develop and integrate meaningful metrics that allow us to measure outcomes and impact.

## ACCOMPLISHMENTS

### 1 FEDERAL DEMONSTRATION PARTNERSHIP (FDP)

Led efforts to join FDP — an organization founded to reduce administrative burden and maximize the opportunity for procedures and regulations to benefit researchers and research, scholarship and creative activity.

### 2 DATA COLLECTION

Improved data collection questions on human subjects projects to promote inclusive and respectful language when collecting demographic data.

### 3 PROGRAM INNOVATION

Submitted proposals for external funding to support new programs promoting equity and justice within the Research Integrity and Compliance framework.

### 4 TRAINING

Pursued and acquired training from Cal Poly personnel, nationally recognized organizations, and leaders in the field of equity, diversity and inclusivity.

## WHAT WE REVIEW

- Human Subjects Research
- Animal Subjects Research
- Responsible Conduct of Research
- Export Control



# Sponsored Programs Office

The Sponsored Programs Office (SPO) facilitates Cal Poly's Learn by Doing approach by managing the hands-on sponsored research, scholarship and creative activities funded by external sponsors. We support faculty and staff with research administration services through the Cal Poly Corporation.



## Unit Goals

The Sponsored Programs Office will work to create an aligned and cohesive focus on justice, diversity, equity and inclusion within our office that supports the efforts of both R-EDGE and the Cal Poly Corporation.

- 1c. Cultivate a workplace culture that welcomes, respects and values people of different backgrounds, abilities and perspectives.
  - Encourage open communication that reinforces the values of justice, diversity, equity and inclusivity and ensures all voices are heard and perspectives considered.
  - Establish office practices that normalize the Cal Poly values of “love, empathy and respect.”
- 1e. Practice customer service that creates an environment of equity and inclusiveness.
  - Review policies and procedures to ensure alignment with accessibility, equity and inclusion.
  - Identify barriers or challenges faculty and students face in conducting research, scholarship and creative activities at Cal Poly and address ways SPO can remove barriers and promote access, opportunity and justice.
  - Practice communication within the campus and wider communities that demonstrate the Cal Poly values of “love, empathy and respect.”
5. Develop and integrate meaningful metrics that allow us to measure outcomes and impact.

## PROGRESS

### 1 DEI TRAINING

Engage in multiple in-house divisionwide trainings, including the session On Becoming an Anti-Racist University and on unconscious bias awareness and asset-based learning.

### 2 RESEARCH-SPECIFIC TRAINING

Participate in DEI-related trainings specific to research administration provided by the National Council of University Research Administrators (NCURA).

### 3 TEAM BUILDING

Provide regular opportunities for staff to get to know one another and engage outside the office. This encourages staff to see one another as human beings and foster personal friendships and enhance professional interaction.

## ACTION STEPS

- **Assess**  
Determine the needs and set goals to address them.
- **Reflect and re-evaluate**  
Review goal progress, identify challenges, determine areas of improvement and refine goals as necessary.





# Collaboration and Partnership

Collaboration within and beyond our division is an essential component of our efforts to create a more just, equitable and inclusive campus, Central Coast and California.



**TEAM PROBLEM SOLVING**

## Partnership Commitments

1. Recognize, learn from and collaborate with faculty, staff and student experts on social justice, equity, diversity and inclusion.
2. Develop and fund innovative programs to support efforts of faculty, staff and students to do the work of integrating their engagements with Learn by Doing projects, research, scholarship and creative activities with their commitments to social justice, equity, diversity and inclusion.
3. Contribute to and shape college and campuswide initiatives to create a more diverse, inclusive, equitable and just Cal Poly by taking institutional responsibility for the elimination of inequalities.

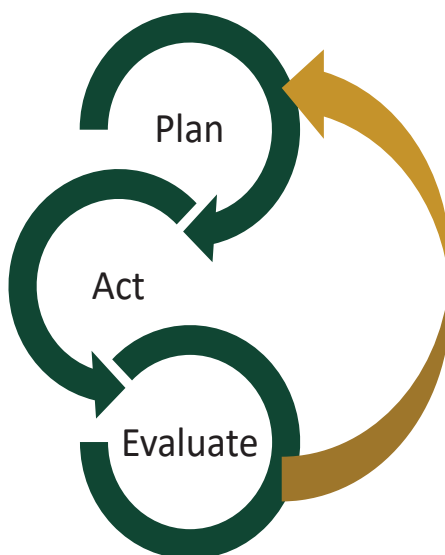
### COLLABORATIVE PROJECTS INCLUDE:

- 1 Federal Office of Research Integrity graduate certificate program**  
External funding from the federal Office of Research Integrity to create a new graduate certificate program called “Strengthening Alignment for Justice and Equity-mindedness in STEM Student Projects, Research, Scholarship and Creative Activities.”
- 2 NSF INCLUDES initiative**  
Cal Poly’s selection to participate in a three-year institutional-change effort to develop inclusive faculty recruitment, hiring and retention practices. Called “Aspire: The National Alliance for Inclusive and Diverse STEM Faculty,” this NSF INCLUDES initiative is co-led by the Association of Public and Land-grant Universities (APLU).



## NEXT STEPS

The R-EDGE DEI Action Plan went through a significant update in 2020-21 through fall 2021-22. The updated plan was approved by the R-EDGE Leadership Team and made available to the Cal Poly community in spring quarter 2022. Through 2023, each division unit will continue to implement the action plan and work toward addressing our DEI goals. Our division will also participate in the recruitment of the next vice president of R-EDGE with the goal of recruiting a VP committed to DEI and the role that R-EDGE can play as a leader. We are also prepared to revise the R-EDGE division strategic goals with the new vice president to make DEI more explicit and centered. We will continue to work toward addressing and meeting our DEI goals and re-evaluating our progress and priorities to help create a more inclusive and welcoming Cal Poly environment in which everyone can thrive.





CALIFORNIA COASTLINE

## CONTRIBUTORS, AT TIME OF PUBLICATION

### DEI Committee

Trish Brock, M.A.	Director, Research Integrity and Compliance
Julie F. Dolengewicz, B.S.	Grants Analyst, Grants Development Office
Darci Hafley	Industry Contracting Officer, Corporate Engagement and Innovation
Jane L. Lehr, Ph.D.	Director, Office of Student Research
Elizabeth A. Lowham, Ph.D.	Administrator-in-Charge, R-EDGE (April 2021-March 2022); Interim Dean of Graduate Education
Simón R. Lowrie	Industry Contracting Officer, Corporate Engagement and Innovation
Lindsay Newell	Operations Coordinator, R-EDGE
Corrin Terrones	Grants Analyst, Grants Development Office
Darya Veach, M.S.	Director, Sponsored Programs Office (October 2022-present)
Megan M. White, M.F.A.	Contracts and Grants Analyst, Sponsored Programs Office
Allie B. Walter (chair)	Executive Assistant, R-EDGE

### Leadership Team

Jodi A. Block	Director, Sponsored Programs Office (through July 2022)
Trish Brock, M.A.	Director, Research Integrity and Compliance
Robert S. Crockett, Ph.D.	Administrator-in-Charge, R-EDGE (April 2022-September 2022)
Jim M. Dunning, M.B.A.	Associate Vice President for Corporate Engagement and Innovation
Amanda Lathrop	Interim Dean of Graduate Education
Jane L. Lehr, Ph.D.	Director, Office of Student Research
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Dawn B. Neill, Ph.D.	Administrator-in-Charge, R-EDGE (September 2022-present)
Darya Veach, M.S.	Director, Sponsored Programs Office (October 2022-present)
Amy E. Velasco, M.A.	Associate Vice President for Research Administration





# CAL POLY

Research, Economic Development  
& Graduate Education

