

# OU DI Agenda

2021-2022

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Dr. Denise Isom

Interim Vice President for University Diversity & Inclusion



**CAL POLY**

# OU DI Agenda -2020-2021



Training (University System – Core competencies & Parallel faculty and staff programs focused on hiring practices, orientation, tiered approach, and a certificate program)



Action Plan Implementation



Research (Grant Writing, HSI Progress and efforts, gathering internal data to better direct and Inform our Work)



Building University Networks, Systems & Capacity and bridges to our local Communities

## Update 2021-22

### **Training (University system–faculty and staff: core competencies & certificate programs)**

In collaboration with Sarah Macdonald, CTLT, the core competencies have been designed as open trainings, as well as pre-requisites for the certificate programs

#### Core Competencies/Foundational Trainings

- Introduction to Diversity, Equity, and Inclusion at Cal Poly
- Race, Ethnicity, and Culture in the U.S. and at Cal Poly
- Ableism and Disability Justice at Cal Poly
- Supporting Trans and Nonbinary Students, Faculty, and Staff
- Identifying and Interrupting Implicit Bias
- Identifying and Responding to Microaggressions
- Antiracism and Allyship

The faculty certificate program is titled, “The Equitable and Inclusive Teaching Certificate Program.” The first course of which, Introduction to E & I Teachings, is currently being piloted in all six colleges, by faculty selected and recruited by the Associate Deans and FF for DEI. We are working towards full implementation for fall 2022.

# Update 2021-22

## Action Plans

- The OUDI team (often in collaboration with Michael Nguyen) worked with representatives from all over the university on developing, assessing and implementing action plans.
- Plans were completed in all six colleges, as well as the International Center, Writing and Learning Initiatives, Campus Advising Center, etc.
- Continued work on plans is occurring, among others, in Kennedy Library, University Development, and in collaboration with Jamie Patton to connect a variety of student affairs plan with their evaluative processes and plans.
- A new effort with the University Police, will link them with DEI efforts underway with SLO PD
- Action plan efforts will be an ongoing part of OUDI's efforts

# Update 2021-22

## Research & Data

- OUDI has continued to support and partner with research efforts, including the growth of BEACoN, support of grant work in the College of Engineering, Office of Research and College of Science and Math
- More is needed - a goal for this year is to identify and write grants and assist in development efforts to support campus DEI efforts and OUDI initiatives
- OUDI is developing plans to utilize the annual Affirmative Action Report to establish campus systems for data analysis and utilization specifically around staff and faculty recruiting and hiring processes (Fullerton Model).
- That effort is part of the rationale for a new OUDI position focused on Staff training, as well as campus recruitments, hiring processes, etc.
- OUDI is finalizing a contract with an outside consultant to build out website/dashboards to better communicate DEI and HSI goals and progress

# Update 2021-22

## Networks

- OUDI met regularly with representatives from SLO city hall to discuss collaborative DEI initiatives. I am serving on the search committee for the incoming SLO DEI Director and have committed a yearly OUDI student intern to work in their new Diversity Office.
- I have proposed a new MPP hire in the OUDI office, Assistant Vice President for Strategic Planning and Networks, to develop a network of the DEI professionals around campus (outside of Academic Affairs), to align campus DEI efforts, build off campus partnerships, and lead our HSI initiative, etc.
- Along with Dr. Pedersen & Dr. Martinez Navarro in DOS, we are completing a draft for a new BIRT working group focused on campus climate – they will be tasked with monitoring, assessing, and making recommendations from campus climate data, reports, etc.

# Other efforts and priorities...

- ES requirement
- Work with Admissions on students of color recruitment efforts
- First generation portal
- Art installations {2}
- Bridging the town/gown divide (DEI Initiatives, support & structural relationship)
- External collaborations (Health equity & training, SLO county K-12 efforts, etc.)
- New S.A./OUDI Campus Conversation Series
- Initiating and collaborating on DEI speakers & discussions (CLA's BLM series, Teach In, SDAB, etc.)
- New President's Diversity Award – {Dolores Huerta “¡Sí Se Puede!” Award for Transformational Leadership}
- Collaborations with Anti-bias group, election group, CTLT, AA, SDAB, HR, etc.

## New position: TRAINING, PROGRAMMING, & NETWORKING

Dotted line to HR and  
Collaborator with  
CTLT

- Development of a staff training program, in parallel with the faculty one, and collaborate on the construction of the University wide system
- Work on staff hiring processes, recruitment, and retention efforts
- Delivery of staff training and DEI discussions within campus units
- Build, maintain and support internal and external networks
- Enhance office communications (website, social media, etc.)

- Develop and collaborate with DEI partners around campus programs and events
- Support office initiatives

### Other replacement & new positions-

- Open Associate VP line
- Replacing newly retired Executive Admin Assistant
- Possible development of additional office staff (Assistant VP, Academic Affairs specialist...)



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# New Search

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