

# CAL POLY SENATE DIVERSITY REPORT 2023

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# PURPOSE

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- 1. To **inform** the faculty of the current and future landscapes of diversity in the country, the state, and the university especially as these demographic landscapes relate to the missions of the CSU and Cal Poly as educational institutions.
- 2. To **demonstrate the relevance** of this demographic data to our expressed missions: our CSU mission, our Cal Poly mission, and our intent to becoming a federally designated Hispanic Serving Institution (HSI).

# CALIFORNIA STATE UNIVERSITY MISSION STATEMENT

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- To “prepare significant numbers of educated, responsible people to contribute to California's schools, economy, culture, and future.”
- To “prepare students for [an] international, multi-cultural society.”
- **That in order to accomplish its mission, it:**
- “Seeks out individuals with collegiate promise who face cultural, geographical, physical, educational, financial, or personal barriers to assist them in advancing to the highest educational levels they can reach”
- “Works in partnership with other California educational institutions to maximize educational opportunities for students.”
- “Promotes an understanding and appreciation of the peoples, natural environment, cultures, economies, and diversity of the world.”
- Source: <https://www.calstate.edu/csu-system/about-the-csu/Pages/mission.aspx>.

# CAL POLY'S MISSION STATEMENT

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- Among its other commitments, it reads:
- "As an academic community, Cal Poly values free inquiry, **cultural and intellectual diversity**, mutual respect, civic engagement, and **social** and environmental **responsibility**."
- Source: <https://academicprograms.calpoly.edu/cal-poly-mission-statement>

# KEY QUESTIONS

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- 1. How successful are we at fulfilling our stated missions with regard to diversity, equity, and inclusion ?**
- 2. If we're not successful, is this mission drift?**
- 3. And, finally: Does it matter if we stay committed to our mission with regard to diversity, equity, and inclusion?**

# THE ANSWERS....

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- **Question 1: How successful are we at fulfilling our stated missions with regard to diversity, equity, and inclusion?**
- The CSU is fairly successful at fulfilling its mission and goals—especially with regard to the socially, economically, and racially diverse populations in the state of California.
- Cal Poly, however, is not very successful.
- **Question 2: If we're not successful, is this mission drift?**
- For Cal Poly, the short answer is: Yes.
- **Question 3: Does it matter?** Absolutely.

## CSU ECONOMIC DIVERSITY...BY THE NUMBERS

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### PELL ELIGIBLE STUDENT POPULATION BY YEAR

- 2017: 45%
- 2018: 45%
- 2019: 44%
- 2020: 43%
- 2021: 43%
- 2022: 49%.

## CSU RACIAL/ETHNIC DIVERSITY (URM POP.)

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### **Underrepresented Minorities (URMs).**

Federally defined as a U.S. citizen who identifies as Black/African American, Hispanic/Latino, or American Indian.

- 2017: 44%
- 2018: 46%
- 2019: 47%
- 2020: 49%
- 2021: 50%
- 2022: 52%



# CSU-WIDE FIVE-YEAR AVERAGES (2017-2022)

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- Pell Grant Eligible Student Population: 44% of all CSU Students.
  - Under-represented Minority (URM) Student Population: 48%
  - Latino/x Student Population: 43.66%
  - **[Note: 2022 Latina/o Pop. is 48% of all CSU Students].**
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- Source for CSU-wide data: CSU Enrollment Dashboards: <https://www.calstate.edu/data-center/institutional-research-analyses/Pages/enrollment.aspx>

## CAL POLY ECONOMIC DIVERSITY

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### Pell Grant Student Population 2018-2022

- 2018: 17.3% [vs. CSU 45%]
- 2019: 16.6% [CSU at 44%]
- 2020: 15.8% [CSU at 43%]
- 2021: 15.9% [CSU at 43%]
- 2022: 17.3% [CSU at 49%]

# CAL POLY PELL GRANT POPULATION BY COLLEGE

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- **Best to Worst:**
- CAED: 19.3, 17.9, 18.8, 18.0, 20.9 (Five-year average: 18.98%).
- CENG: 17.6, 16.9, 16.7, 17.4, 19.1 (Five-year average: 17.54%)
- CLA: 18.8, 18.2, 17.0, 15.2, 16.2 (Five-year average: 17.08%)
- CAFES: 17.4, 17.2, 15.4, 15.0, 15.8 (Five-year average: 16.16%)
- CSM: 17.2, 16.4, 14.2, 15.1, 16.7 (Five-year average: 15.92%).
- OCOB: 14.5, 13.0, 12.8, 14.7, 15.7 (Five-year average: 14.14%).

Source: Cal Poly Office of Institutional Research.

# CSU PELL GRANT RANKINGS

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- **Cal Poly:** As of 2021, **lowest Pell Grant & Latinx Student Populations in the CSU** [17.3%; Latinx Pop: 19%].
- **Second-to-Last Campuses:**
- Maritime: 28% Pell; 26% URM [22% Latinx].
- SDSU: 28% Pell; 37% URM [33% Latinx].
- **Highest Pell Grant Pop:** CSULA with 58% in 2021.
- Overall, CSU Latinx Student Population was 48% and approx. 50% Pell Eligible in 2022.

# WHY DOES THIS MATTER?

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- 1. The "Enrollment Cliff."
- 2. Enrollment Growth (see NCES "Projections of Education Statistics to 2028 Report).  
<https://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2020024>.
  - The number of public high school graduates is projected to increase by 49% between 2012-2013 and 2028-2029 among students who are Hispanic while seeing a 15% decrease among white students (Hussar & Bailey, 16, 2023).
- 3. Financial Sustainability in the State of California and at Cal Poly.
- 4. HSI Status, Funding, etc.
- 5. Potential Legislative Interference?