

STRATEGIC PLAN FOR DIVERSITY & EDUCATIONAL EQUITY UPDATE

ACADEMIC SENATE

OCTOBER 2, 2013

Office of Diversity, Educational Equity, Inclusion
and Ombud Services CSUSM

Strategic Plan for Diversity & Educational Equity

- The Strategic Plan for Diversity & Educational Equity was adopted by CSUSM in December 2012
 - ▣ It is a comprehensive 5 year plan from 2012-2017
 - ▣ The Plan will be implemented by focusing on six core values – each of which is related to the five university-wide priorities of the CSUSM strategic plan.

Strategic Plan for Diversity & Educational Equity

- The six core values of the Strategic Diversity Plan include:
 - Academic Inclusivity
 - Centrality and Connection
 - Outreach and Awareness
 - Communication
 - Evaluation and Assessment
 - Professional Development

Strategic Plan for Diversity & Educational Equity

A point of Particular emphasis...is to recognize that the chief diversity officer does not “own” diversity, educational equity or social justice...(he) serves as principal advisor to President Haynes...Ownership of diversity...is a shared responsibility that every member of the CSUSM community must be actively engaged in for success to be achieved.

Strategic Plan for Diversity & Educational Equity

At A Glance 9/23/13

Core Values	Year 1	Progress
1. Academic Inclusivity	1. Develop a campus policy on Academic Freedom (<i>Academic Affairs and Academic Senate</i>)	In Progress - committee formed
	2. Conduct a comprehensive review of CSUSM's curriculum	In Progress w/ Academic Senate
	3. Establish a regular meeting schedule with Academic Senate Officers	Completed
2. Centrality & Connection	1. Rename the office to "Office of Diversity, Educational Equity and Inclusion"	Completed
	2. Require that Management Personnel Plan (MPP) hiring, promotions, transfers, terminations and other personnel actions be subject to review by the Associate Vice President for Diversity and Ed. Equity	In Progress -
	3. Create a representative campus-wide Diversity Council	Completed
	4. Create a Bias Response Team	In Progress - Task force formed
	5. The AVP for Diversity & Ed. Equity will become an ad hoc member of the President's Executive Council	Completed
	6. Bring Faculty/Staff Associations within the Office of Diversity & Ed. Equity	Completed
3. Outreach & Awareness	1. Create an annual presidential-level diversity, educational equity, and social justice excellence awards recognition program	To be done -
	2. Create a diversity awareness month	To be done -
	3. Establish a regular meeting schedule with the ASI executive board of directors	Completed-
	4. Establish a regular meeting schedule with directors of social justice centers	Completed-
	5. Strategic Plan for Veterans (<i>Student Affairs</i>)	In Progress -
4. Communication	1. Review and revise website	In progress
	2. Institute a series of regularly held diversity forums for faculty, staff, MPP's and students	To be done -
5. Evaluation & Assessment	1. Review CSUSM's Affirmative Action Program for Faculty (<i>Academic Affairs and Academic Senate</i>)	In progress- Search proc revised
	2. Create and implement a diversity scorecard	In progress- Data being collected
	3. Issue an annual diversity and educational equity report	To be done -
6. Professional Development	1. Review diversity and multicultural awareness training for staff and administrators (<i>HREO</i>)	In Progress-
	2. Review diversity and multicultural awareness training for faculty (<i>Faculty Center</i>)	In Progress- Diversity Fellow

Core Value 1

Academic Inclusivity

- Campus Policy on Academic Freedom
- Conduct a comprehensive review of CSUSM's curriculum, with a focus on diversity.
- Establish a regular meeting schedule with Academic Senate Officers

Red = to be done; Green = In Progress; Gray = Completed

Core Value 2

Centrality and Connection

- Rename the office to "Office of Diversity, Educational Equity and Inclusion" ("Ombud" to "Office of Ombud Services").
- Require that Management Personnel Plan (MPP) actions be subject to review by the Associate Vice President for Diversity and Ed. Equity
- Create a representative campus-wide Diversity Council
- Create a Bias Response Team
- The AVP for Diversity & Ed. Equity will become an ad hoc member of the President's Executive Council
- Bring Faculty/Staff Associations within the Office of Diversity & Ed. Equity

Red = to be done; Green = In Progress; Gray = Completed

Core Value 3

Outreach & Awareness

- Create an annual presidential-level diversity awards recognition program
- Create a diversity awareness month
- Establish a regular meeting schedule with the ASI executive board of directors
- Establish a regular meeting schedule with directors of social justice centers
- Strategic Plan for Veterans (Student Affairs)

Red = to be done; Green = In Progress; Gray = Completed

Core Value 4

Communication

- Review and revise website
 - <http://www.csusm.edu/equity/index.html>

- Institute a series of regularly held diversity forums for faculty, staff, MPP's and students

Red = to be done; Green = In Progress; Gray = Completed

Core Value 5

Evaluation & Assessment

- Review CSUSM's affirmative action program for faculty.
 - ▣ Search procedures revised
 - ▣ Search committee workshops being developed
 - ▣ Best practices being collected

- Create and implement a diversity scorecard
 - ▣ Data is being collected, models being reviewed.

- Issue an annual diversity and educational equity report.

Red = to be done; Green = In Progress; Gray = Completed

Core Value 6

Professional Development

- Review diversity and multicultural awareness training for staff and MPP's (HREO)

- Review diversity and multicultural awareness training for faculty (Faculty Center)
 - ▣ Diversity Faculty Fellow
 - ▣ Coordination and Planning with Faculty Center

Red = to be done; Green = In Progress; Gray = Completed

Strategic Plan for Diversity & Educational Equity

General Thoughts

- Communicate that all units/departments have diversity responsibilities.
- Explicitly address diversity in your strategic plans
- Diversity initiatives should tie-in to the objectives of the diversity plan whenever possible.
- Use us as a resource/let me know your needs
- Ensure key leaders are familiar with the Strategic Plan for Diversity.



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- Develop a strategic plan that provides a vision for what the Office of First Year Programs (FYP) should become.
- Consider how the Office of FYP could grow to support undergraduate students more broadly at all levels.

Provost's Charge for the Project







