

Warner College Diversity, Equity, and Inclusion Plan

Priority Goals

2018-2019

Goal 2: Improve retention and promotion of marginalized and excluded faculty, staff, and students

Analysis	<ul style="list-style-type: none">• Visit and compile information on functions of Student Success Centers and Career Centers throughout University• Analyze measures of the success of traditionally marginalized undergraduate students (e.g., racial and ethnic minorities, first generation, Pell Grant-eligible)• Compile information related to peer mentoring programs aimed at traditionally underserved students
Design	<ul style="list-style-type: none">• Develop training modules for Student Ambassadors working in Warner College Student Success Center that address diversity, equity, and inclusion• Create means of distributing content related to student success and highlights via the Student Success Center. Establish standards for ensuring that the breadth of College diversity is apparent in this content.• Ensure Student Success Center staffing is representative of the diversity among College undergraduates• Partner with CSU Institutional Research on meaningful gap analyses of success among students from traditionally marginalized populations
Implementation	<ul style="list-style-type: none">• 2.1 Warner College Success Center Inclusive Excellence• 2.2 Student Success Gap Analysis• 2.3 Peer mentoring proposal
Evaluation	<ul style="list-style-type: none">• Track changes in the success of students from traditionally marginalized populations• Offer opportunities for students to give feedback about the Warner College Student Success Center's services and atmosphere<ul style="list-style-type: none">○ Include questions related to the Warner College Student Success Center in the student climate survey (<i>see Goal 4, initiative 4.1</i>)• Engage Academic Success Coordinators throughout the College in soliciting direct feedback from students regarding their use of and experiences with the Warner College Student Success Center• Refine and implement peer mentoring proposal developed by Warner College Diversity and Inclusion Committee

Goal 2 2018-2019 Implementation Initiatives

Initiative 2.1: Warner College Student Success Center Inclusive Excellence

This initiative aims to manage and provide customer service in the Student Success Center that is holistic and achieves inclusive excellence. We will ensure that staffing by Student Ambassadors is representative of the diversity of the College's undergraduate students. We will ensure that highlights and messages delivered by the Center are inclusive of the diversity of the College's students. We will create an atmosphere wherein all students feel welcome to access Center resources and services.

Resources: Warner College Communications Team (three full-time staff), Warner College Career Services team, Warner College Student Ambassadors, Warner College Academic Success Coordinators

Evaluation of Success

- Track comments and other means of feedback related to Center use and services
- Incorporate questions about Center function into student climate survey after one year of Center operation
- Demographics of Student Success Center staff roughly reflect the diversity of the College's undergraduate population
- Standards for highlighting traditionally marginalized students are met or exceeded

Initiative 2.2: Student success gap analysis

We will compare the success of majority-identifying students with those of minority-identifying, first generation, and low-income students. Special attention will be paid to intersections among target populations. Regular evaluation will follow development of an initial report. We will partner with CSU Institutional Research, Planning and Effectiveness and capitalize on the data they compiled over the past 3-5 years to conduct a deeper analysis of trends.

Resources: Warner College Associate Dean for Academic Affairs, Warner College Academic Success Coordinators, Institutional Research Planning and Effectiveness

Initiative 2.3: Peer-to-peer mentoring program proposal

The Warner College Diversity and Inclusion Committee will develop a proposal for establishing a formal, College-sponsored, peer-to-peer mentoring program targeting students from traditionally marginalized backgrounds. The proposal will include explicit criteria for measuring success.

Resources: Warner College Diversity and Inclusion Committee, Warner College Dean's Office

Evaluation of Success

- Proposal developed, submitted, and accepted
- Resources provided for proposed activities

- Over the longer term, evaluate outcomes of proposal implementation
- Over time, student climate survey data demonstrate trend toward inclusive excellence

Goal 3: Develop cultural competency of all faculty, staff, and students

Analysis	<ul style="list-style-type: none"> • Obtain and compile data related to individual faculty and staff participation in cultural competency training offered through CSU and elsewhere in the past 3-5 years; quantify as a percentage of faculty and staff • Identify and compile efforts related to cultural competency training offered to students inside and outside the classroom • Evaluate success and impact of existing efforts to build cultural competency among faculty and staff within College units • Compile literature related to success in organizations due to high levels of inclusive excellence • Inventory resources available to units and individual faculty, staff, and students to build cultural competence
Design	<ul style="list-style-type: none"> • Create meaningful mechanisms to encourage and support faculty and staff participation in opportunities that enhance to their personal cultural competency • Identify topics and resources to support Warner College Diversity and Inclusion Committee-led workshops and training programs
Implementation	<ul style="list-style-type: none"> • 3.1 Support cultural competency training by individual faculty and staff • 3.2 Warner College unit-level cultural competency building • 3.3 Warner College Diversity and Inclusion Committee-led workshops and training programs
Evaluation	<ul style="list-style-type: none"> • Track number of faculty and staff participating in cultural competency-related training opportunities • Track unit engagement in cultural competency building and identification of actions to enhance inclusive excellence within the unit • Track attendance and topics of workshops, training programs, and engagements offered through the Warner College Diversity and Inclusion Committee

Goal 3 2018-2019 Implementation Initiatives

Initiative 3.1: Support for cultural competency training by individual faculty and staff

This initiative will provide support to faculty and staff to maximize participation in training related to diversity, equity, and inclusion that is offered by CSU or other entities, and for consistent efforts to move the College closer to inclusive excellence.

The Dean will request ideas and proposals from the Warner College Diversity and Inclusion Committee for mechanisms that can be achieved at either the College or departmental level, and the feasibility and trade-offs associated with each. The Committee will also be asked for recommendations for formally recognizing individual faculty and staff who have engaged in quantifiable, sustained effort in diversity, equity, and inclusion (*see also Initiative 5.2*). Training and workshops that are mandatory will be considered differently than voluntary activities.

The College will also develop a new, annual award to recognize and reward consistent effort to increase inclusive excellence in the College.

Resources: Warner College Diversity and Inclusion Committee

Evaluation of Success

- Action on recommendations for supporting building of cultural competencies among individual faculty and staff
- Increasing number and proportion of staff and faculty participate in individual capacity-building
- Nominations for College inclusive excellence award (*to be given May 2019*)

Initiative 3.2: Warner College Unit level cultural competency building

The College will work with the leadership of individual units to assess interest and capacity to address diversity and inclusion with unit-level workshops, facilitated discussions, and other training opportunities.

Resources: Warner College Dean, Warner College Communications Director, Warner College Executive Committee, Warner College Center Directors

Evaluation of Success

- The number of units engaging in activities aimed at unit-wide inclusive excellence increases
- Review of adjustments, projects, and initiatives as outcomes of unit-wide capacity building efforts and their impacts
- Student climate survey data over time indicate growth in inclusive excellence
- CSU faculty and staff climate survey data indicate growth in inclusive excellence (Warner College-specific battery in particular)

Initiative 3.3: Warner College Diversity and Inclusion Committee Workshops

The Warner College Diversity and Inclusion Committee will lead college-wide engagements (typically two or three per semester) to increase cultural competency among faculty and staff.

Resources: Warner College Diversity and Inclusion Committee, Warner College Outreach and Engagement Manager

Evaluation of Success

- Committee able to consistently produce workshops and training programs
- Track attendance at workshops and training programs – set goals for subsequent workshops annually
- Track results of climate surveys over time
- Track and review adjustments or augmentations in programs that result from discussions and workshops
- Diversity, social justice, and inclusion-related content is included in department-wide courses, including freshman seminars and graduate student seminars, as a means of increasing cultural competency of all students

Goal 4: Cultivate an inclusive institutional climate

Analysis	<ul style="list-style-type: none"> • Finalize inventory of existing efforts throughout Warner College • Consider climate survey questions from existing surveys that have shown a high level of reliability and validity over time • Consider styles of focus group to develop a program aimed at identifying causes of lack of inclusion and potential solutions <ul style="list-style-type: none"> ○ Identify incentives or support for participation in climate surveys and focus groups • Identify means of performing College-environmental scan • Research web standards to enhance digital accessibility
Design	<ul style="list-style-type: none"> • Determine any unit-level community building efforts that may be applicable at the College level and means for implementing them at the College level • Create Warner College-specific survey battery of questions for University Climate Survey • Design student climate-survey instrument and distribution methods to ensure representative sample of College student population • Design focus groups aimed at faculty, staff, and students • Design College-environmental scan focused on inclusive excellence • Perform gap analysis and efficiency analysis of existing diversity and inclusion efforts in the College • Select tools for evaluating and maintaining digital accessibility
Implementation	<ul style="list-style-type: none"> • 4.1 Comprehensive inclusivity analysis • 4.2 Community-building opportunities • 4.3 Warner College digital accessibility

Evaluation	<ul style="list-style-type: none"> • University Climate Survey • College student climate survey • Participation in focus groups • Action taken on issues identified in environmental scan • Track development of and participation in community-building efforts • Evaluate whether Warner College digital materials are consistent with inclusive excellence (bring up to WCAG 2.0 standard per University guidelines)
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Initiative 4.1: Comprehensive Inclusivity Analysis

We will use a suite of quantitative and qualitative analyses to characterize the current Warner College climate, with an emphasis on determining actions to address identified problems.

These analyses will include College-wide climate surveys that include specific questions related to diversity and inclusion and are aimed at students, faculty, and staff (wherein faculty and staff responses are collected via University Climate Survey and a separate instrument is used to collect results for undergraduate and graduate students); focus groups of targeted populations in the College; a college-environment scan to identify potential improvements in student engagement activities; and a gap analysis and evaluation of existing efforts related to diversity and inclusion.

The upcoming CSU-wide climate survey will allow units to add an additional set of unit-level questions. Warner College intends to use that opportunity to gain a better understanding of the inclusive climate for faculty and staff throughout the College. In developing this set of questions, we will establish an action-step rubric to ensure standards for action on the basis of survey results.

Evaluation of Success

- Production of comprehensive report detailing the current climate of inclusive excellence in the College that includes actionable tactics for improvements
- Survey response rates
- Focus-group participation
- Repetition of climate surveys on a regular basis to track progress

Initiative 4.2: Community-building opportunities

The College will create opportunities for members of traditionally marginalized groups to engage with the broader college community. The College also will create opportunities for the College community to network with University level-resources for creating inclusive environments such as the Office of the Vice President for Diversity and the Student Diversity Program Offices and Cultural Centers.

Resources: Warner College Communications Team, Warner College Diversity and Inclusion Committee, Warner College student clubs, Warner College Student Ambassador Team
(beginning Fall 2018)

Evaluation of Success

- Number of engagements directed toward community-building
- Attendance and participation at engagements
- Evaluation forms at engagements
- Track any partnerships, programs, or ideas for improvement that arise as result of engagements

Initiative 4.3: Warner College Digital Accessibility

This initiative is a systematic review of the Warner College's digital materials to ensure their compatibility with digital accessibility per University standards. We will ensure that digital content on Warner College's websites, including all video content, is accessible to users of all abilities.

Resources: Warner College Director of Communications, Warner College Student Ambassadors (in communications specializations), Warner College ITD Department, CSU Web Communications, CSU Digital Accessibility Committee, various free or paid digital evaluation services

Evaluation of Success

- Track metrics from online free and paid tools to ensure digital accessibility standards are met
- All videos on public Warner College digital platforms are accessible to users of all abilities
- Adherence across Warner College digital materials with federal standard WGAC 2.0, per University standards