Welcoming and Inclusive Campus Consultative Group

— Progress Report —

Vice Provost for Diversity & Engaged Learning and Chief Diversity Officer for Academic and Student Life
Key Initiatives

1. Realize the promise of diversity and inclusive excellence across the university.

2. Ensure faculty and staff hiring that reflects and contributes to a diverse and inclusive campus community.

3. Improve opportunities for faculty and staff professional development that enhance the campus climate for diversity and inclusive excellence.

4. Increase effective communication, shared planning and goals, and collaborative decision-making related to inclusive excellence.

KEY INITIATIVE:
Ensure **faculty and staff hiring** that reflects and contributes to a diverse and inclusive campus community.

*Advancing Faculty Diversity Grant:*

1. Faculty Search Committee Trainings

2. Faculty Development Seminars

3. College-based Equity, Diversity, and Inclusion Advisors

4. Travel Grants to Recruit Faculty at National Conferences/National Meetings

5. High Quality Videos on Anti-bias Awareness

6. Creating of Work Groups to:
   a) identify additional best practices for recruiting/retaining diverse faculty, and
   b) create an internal preparation pipeline of potential academic administrators.
KEY INITIATIVE:
Improve opportunities for faculty and staff **professional development** that enhance the campus climate for diversity and inclusive excellence

*Inclusive Pedagogy Series and Certificate through CETL*

1. Implicit Bias and You: Understanding our Deepest Perceptions
2. Leading Difficult Discussions in the Classroom
3. Establishing Self-Care Practice
4. ‘I’m Not Prejudiced’: Implicit Bias and You
5. Inclusive Leadership Practices
6. Teaching Our First-Generation Learners
KEY INITIATIVE:
Increase effective communication, shared planning and goals, and collaborative decision-making related to inclusive excellence.

Standing Coordination and Informational Meetings with:

• The Black Faculty and Staff Association (BFSA)
• The Chicana/o-Latina/o University Association (CLUA)
• The Erika Glazer Dreamers Resource Center
• Ethnic Studies School/College Proposal Working Group
• Office of Students with Disabilities Accessibility
• Cross-Cultural Center
• Inclusive Campus Consultative Group
**KEY INITIATIVE:**

CSU Task Force on the *Advancement of Ethnic Studies*—

Cal State LA’s Recommendations:

- Final proposal from AAAS to be granted department status.
- Proposal for the establishment of an interdisciplinary college/school focusing on social justice, ethnic studies, gender and sexuality.
- On-going training for student advisors on the history and contributions of ethnic studies as intellectual areas of legitimate study.
- Additional TT hires.
- Closer relationship with the Center for Engagement, Service, and the Public Good.
Next INCLUSUSIVE CAMPUS CONSULTATIVE GROUP Meeting
MAY 4, 2018

AGENDA
Campus Climate Study on
Equity, Diversity, and Inclusion
Questions or Comments?