



January 24, 2019

To the Campus Community:

We have exciting news!

This morning the Office of University Diversity and Inclusion and Dr. Damon Williams, a nationally recognized expert on Inclusive Excellence and a consultant to Cal Poly on diversity and inclusion, announced the details of our Inclusive Excellence Action Plan. This 12-month call to action will help Cal Poly accelerate achieving our diversity and inclusion goals.

Dr. Williams will be spearheading a three-part project:

- 1) Conduct a campus climate survey in April 2019. This Campus Experience Survey will develop an evidence-based understanding of the lived experience of students, faculty and staff, which will allow us to drive new tactics and actions to spark change.
- 2) Guide students, faculty, staff and administrators to understand the results of the survey and to develop a responsive plan of action. Throughout the process, workshops, professional development, training programs and other learning opportunities will be offered to thousands of our campus citizens to increase their diversity and inclusion skills and abilities.
- 3) Help us develop accessible measures of progress toward achieving that action plan. We will develop an approach to sparking leadership, accountability and inclusion in every school, college and division on campus.

The new Inclusive Excellence Action Plan is intended to move us faster in the same direction we've been headed: toward a campus that looks like California and feels like home to all students. More than a short-term project or a single-office initiative, this comprehensive approach will embed Inclusive Excellence in every aspect of the university — in classrooms, laboratories, administrative offices and on campus — helping to shift not only practices and policies but also the mindset of all community members.

The university has been working to improve the diversity and inclusion of the campus for more than 25 years. We have had some successes — for example, a dramatic increase over that period in the number of applicants and students from under-represented groups — but also some frustrating failures, such as racially charged incidents on campus. In the last decade, the university committed itself to the Inclusive Excellence ideals explained below. Inclusive Excellence remains the overarching model for diversity and inclusion at Cal Poly, and we have launched many initiatives to try to achieve parts of that goal, notably the Collective Impact process of community consultation and action planning.

Inclusive Excellence is the idea that none of us has achieved excellence unless all of us have, and that the excellence of anyone begins with the inclusion of everyone. The reality of today's world is that all of us will increasingly work with people from diverse backgrounds and with diverse identities. What it means to be an educated person today is that you can work with and learn from anyone and everyone. What it means to be a university today is that we provide students with the opportunity to develop the necessary knowledge and skills to become that educated person.

Consistent with Cal Poly's Learn by Doing philosophy, we believe that all our students will best develop these abilities by living and learning in a diverse and inclusive environment. Learn by Doing is incomplete without diversity and inclusion. Ultimately, the goal is that our campus — faculty, students and staff — should reflect the diversity of California. For that to be possible, everyone must believe that they are welcome at Cal Poly because they feel welcome in an inclusive community.

We created the Inclusive Excellence Action Plan as a way of building on our existing work to speed progress through a dynamic campaign. Our efforts will not end in 12 months — rather, they are a jumping off point for a journey toward complete diversity and inclusion.

We encourage everyone to visit the initiative website at <https://www.calpoly.edu/inclusive-excellence-action-plan/> to learn more or view the livestream of the announcement. Check back for new information, key dates and ways to get involved. We also encourage everyone to participate in April's Campus Experience survey. We need to hear from you!

Sincerely,

Jeffrey D. Armstrong
President

Jozi De Leon
Vice President for Diversity and Inclusion