

Welcoming and Inclusive Campus Consultative Group

– Progress Report –

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



CAL STATE LA

CALIFORNIA STATE UNIVERSITY, LOS ANGELES

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.
5. *CSU Task Force on the **Advancement of Ethnic Studies**—Cal State LA's Response to Task Force Recommendations.*

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 ?