

EQUITY AND INCLUSION IN EVERYTHING WE DO

San Diego State's Commitment to Advance Justice, Equity, Diversity and Inclusion



In the wake of the social justice protests in Summer 2020, following the deaths of George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery and countless others, institutions across the country increased their focus on anti-racism and dismantling systemic racism. Many institutions have now issued statements of solidarity and launched multi-point plans filled with important initiatives for supporting our BIPOC students, colleagues and communities. San Diego State is no exception in this: on Juneteenth, President de la Torre and SDSU's academic leadership issued a [ten-point plan](#) to support the Black community.

However, San Diego State's commitment in this arena began well before last summer. Since the arrival of President de la Torre in 2018, SDSU has implemented so many initiatives and programs that had the campus issued a 40-point plan to advance social justice, equity, diversity and inclusion back in spring 2018, all items would now either be fully in place or will be completed by the end of Summer 2021; an additional 25 items are part of the [University Strategic Plan](#), which launched last spring, and are currently in progress.

All of these initiatives are supported by the Division of Student Affairs and Campus Diversity. Through professional learning, community building, advocacy, policy recommendations and organizational structures, Campus Diversity works proactively to address systemic inequities, while facilitating an integrated vision and shared responsibility for prioritizing and advancing institutional goals. We aim to foster an affirming campus culture based on the core values of excellence, equity, diversity, belonging, and inclusion through:

- Recruitment of faculty and staff who are reflective of the diverse students and communities served by SDSU
- Closing academic equity gaps and embedding anti-racism across the curriculum
- Fostering an environment that is welcoming, affirming, and empowering for all
- Enhancing career and educational pathways for all
- Honoring the institution's identity as a Hispanic Serving Institution
- Honoring our residence on Kumeyaay land
- Strengthening institutional infrastructure for Justice, Equity, Diversity and Inclusion (JEDI)

RECRUITMENT OF FACULTY AND STAFF WHO ARE REFLECTIVE OF THE DIVERSE STUDENTS AND COMMUNITIES SERVED BY SDSU

- All faculty hires must meet at least two of the eight [Building on Inclusive Excellence \(BIE\)](#) criteria focusing on candidates with a demonstrated commitment to teaching, research or service with underrepresented populations
- All faculty and staff involved in hiring must complete professional learning in implicit bias and microaggressions
- All search committees must include an Inclusion Representative (equity advocate), beginning fall 2021
- Faculty search committees must adopt strategies to recruit [applicant pools with a proportion](#) of historically underrepresented groups that is similar to the proportion among those holding terminal degrees in the discipline
- The Center for Inclusive Excellence offers learning communities and other professional learning opportunities on [equity-minded hiring](#)
- Academic Affairs is hiring a [cluster of tenure-track faculty](#) members with a demonstrated record of success in research, teaching and/or service with Black populations

CLOSING ACADEMIC EQUITY GAPS AND EMBEDDING ANTI-RACISM ACROSS THE CURRICULUM

- All students earning a bachelor's degree in Criminal Justice are required to take a course on "Race-Relations in Criminal Justice"
- The School of Public Affairs, though Global Campus, offers a course on race relations and policing that is available to law enforcement and other agencies affiliated with the criminal justice system in San Diego and across the nation
- The [Center for Inclusive Excellence](#) offers learning communities and other professional learning opportunities on inclusive pedagogy, closing equity gaps, and infusing allyship and anti-racism into the classroom
- Every academic department is [reviewing existing coursework](#) and/or developing new curricula to advance racial and social justice, anti-racism, and cultural diversity across the curriculum



FOSTERING AN ENVIRONMENT THAT IS WELCOMING, AFFIRMING, AND EMPOWERING FOR ALL

- We now have a bias reporting system, [Inclusive SDSU](#), to document both incidents that support our campus commitment to equity and inclusion, and those that fall short
- We have three new Cultural Centers for the [Latinx](#), [Native](#) and [APIDA](#) communities, for a total of [9 Centers](#) serving historically underserved communities
- Employees have created [15 Employee Resource Groups](#) (affinity groups) that foster community and provide opportunities for professional development and leadership for faculty and staff, with particular attention to employees from historically underrepresented and underserved backgrounds



- Campus data systems now include a [nonbinary option](#) in those systems which store and use gender, including pronouns on class rosters, and include name fields that default to chosen names unless there is a legal or regulatory requirement to use the legal name
- We have established a process and organized structure to coordinate, expand, and increase visibility of heritage month programs and events
- We are developing “Principles of Community” (to be adopted by end of 2021) that articulate our community’s commitment to access, equity, inclusion, and diversity

- The Center for Inclusive Excellence offers learning communities and other professional learning opportunities for faculty and staff on addressing microaggressions, promoting racial justice, unpacking whiteness, racism in education, and racial battle fatigue
- The Center for Inclusive Excellence offers [professional learning opportunities for students](#) on implicit bias, identity and allyship
- The Division of Student Affairs and Campus Diversity is organizing an annual Symposium on Black Lives and Minds to provide a platform for Black students, faculty, staff, alumni and community members to present scholarship, display their work, share ideas and make connections
- Working with local artists that specialize in Black culture, Arts Alive is designing and facilitating three placemaking projects across the university campuses that address the histories and contributions of Black peoples and communities.
- The Division of Student Affairs and Campus Diversity is re-designing the Student Organization Conflict and Identity Awareness (SOCIA) training to include anti-racism and anti-bias



ENHANCING CAREER AND EDUCATIONAL PATHWAYS FOR ALL

- All of the [Cultural Centers](#) offer expanded student retention programs
- Beginning with the Fall 2022 application cycle, SDSU will provide special admissions consideration to community college students participating in targeted retention programs, including Umoja, Puente, Calworks and Extended Opportunity Programs and Services (EOPS), and Hermanos-Unidos Brothers United.
- The Center for Inclusive Excellence offers professional learning and other programs to support and amplify faculty scholarship that advances social justice, equity, diversity and inclusion
- We now have a Director of Graduate Student Diversity to focus on concerns of graduate students from underrepresented communities
- The [Knowledge Education Empowerment Program \(KEEP\)](#), which focuses on career readiness for students who identify or are interested in issues facing African Americans in business/industry, has been expanded.

JEDI BY THE NUMBERS

9 Cultural Centers
15 Employee Resource Groups
30 Diversity Liaisons

18 College / Division / Auxiliary Diversity Plans
54 Department / School Diversity Plans
25 JEDI-related Strategic Plan Activities

STRENGTHENING INSTITUTIONAL INFRASTRUCTURE FOR JEDI

- [Campus Diversity](#) has been established as one of six university Divisions with executive leadership included in the President's Cabinet
- The [Center for Inclusive Excellence](#), which includes a team of faculty fellows called the Professors of Equity, the Chair of Inclusive Research and Scholarly Excellence, the Director of Inclusive Curriculum, and a Diversity Officer for Student Engagement, has been established as a hub for professional learning and development around JEDI issues for all faculty, staff and students
- An increase in the Instructionally-Related Activities student fee has supported increased staff for all of the [Cultural Centers](#)
- All academic colleges and administrative units/divisions have developed individual [diversity plans](#); all academic departments and schools will have completed [their own plans](#) by October 2021
- Every major campus unit (college, division, auxiliary) has one or more [Diversity Liaisons](#) to support implementation and coordination of JEDI efforts across units
- Every major campus unit (college, division, auxiliary) has, or is establishing, a standing diversity council to better coordinate and promote unit-specific DEI activities
- The VP for Student Affairs and Campus Diversity holds town halls at least twice a semester to report on progress of all of these initiatives, and to provide a forum for continuing conversations around institutional and structural racism



HONORING THE INSTITUTION'S IDENTITY AS A HISPANIC SERVING INSTITUTION

- An Hispanic Serving Institution (HSI) task force was established and provided recommendations for the campus
- The Chair of HSI Affairs was created
- The Latinx Resource Center officially opened in Spring 2020 and will include a robust team of four faculty and staff members to support Latinx students
- The HSI Advisory Council has been convened to provide guidance and support the Chair of HSI Affairs in implementation of the Task Force recommendations

HONORING OUR RESIDENCE ON KUMEYAAY LAND

- A full-time Tribal Liaison was hired
- The Native Resource Center officially opened in Fall 2019 and will include a robust team of four faculty and staff members to support Native students
- SDSU has adopted an official SDSU Kumeyaay Land Acknowledgement to be promulgated ubiquitously throughout the university in forms such as, but not limited to, oral statements and ceremonial introductions at campus events, written statements on university webpages, written statements on college, departmental, or programmatic websites, or on commemorative plaques
- The Kumeyaay Nations flag will be raised, lowered, and appropriately respected on the SDSU campus
- All course syllabi will include the official SDSU Land Acknowledgement statement



IN PROGRESS

- Academic Affairs will hire a cluster of tenure-track faculty engaged in public-facing, border or Indigenous scholarship
- All search committees will participate in professional learning on inclusive hiring practices
- Ensure participation in professional learning on inclusive practices for all retention, tenure, and promotion committees, staff supervisors and managers
- Ensure participation in professional learning on inclusive practices for all admissions committees
- Engage Arts Alive SDSU to display 10 permanent outdoor representations of diverse communities (such as statues, murals, sculptures) across the university campuses
- Develop a structured, universitywide calendar to promote and highlight diversity-related programs and university-sponsored events (to include student, faculty, staff and administration-led events)
- Develop a protocol for continuous review and development of campus materials, events and programs to ensure diverse backgrounds, identities, and experiences are reflected with respect and authenticity
- Establish and launch intergroup dialogue programs
- Implement an on-boarding program that emphasizes SDSU's values and educates all newly hired staff, regardless of classification, graduate students, undergraduate students, newly hired lecturers, and tenure-track faculty about implicit bias, inclusive communication, SDSU's designation and identity as a Hispanic-Serving Institution, and the university's connection with the Kumeyaay people
- Establish an SDSU microsite at every community college in the SDSU service area
- Establish four new bachelor's programs and two new master's programs at SDSU Imperial Valley
- Develop a service delivery model that expands placement of therapists in university programs, departments and centers in order to increase capacity to meet the unique needs of all students, including students from diverse backgrounds, graduate students and students enrolled in SDSU Global Campus programs
- Open a new multidisciplinary space to house and support campus basic needs initiatives. The space will serve as a wellness hub for presentations and workshops and where students can meet with ECRT case managers and community partners to receive one-on-one personalized support



IN PROGRESS

- Establish and provide institutional support for structured mentoring programs for all faculty and staff (regardless of classification)
- Establish and provide institutional support for structured leadership development opportunities for all faculty and staff (regardless of classification)
- Provide all faculty and advisors with information on student success and equity gaps in their classrooms and their respective colleges. In addition, provide research-informed recommendations and professional development for ways to support student success in their teaching
- Invest in campuswide technological and professional development support as the foundation for a coordinated campus approach to advising, teaching, and co-curricular support services
- Implement a wellness toolkit for faculty and staff to further promote and educate the campus community about the resources available for students through Counseling & Psychological Services and the Economic Crisis Response Team (ECRT) to support student mental health and basic needs
- Finalize a formal partnership agreement for admissions and recruitment with Kumeyaay Community College
- Modify campus Environmental Health & Safety policy to allow for smudging at designated locations on campus
- Expand the role of the Diversity Liaisons to better coordinate DEI activities across colleges and units
- Establish a sustainable centrally funded information technology unit responsible for managing campuswide accessibility to implement and drive institutional governance and policy
- Develop a task force and apply for Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI) status

<https://sacd.sdsu.edu/diversity-initiatives>