

College of Business Administration and Public Policy

Proposed Policy on Diversity, Equity and Inclusion

INTRODUCTION

The proposed policy for promoting Diversity, Equity, and Inclusion for the College of Business Administration and Public Policy was developed in compliance with the following commitment by the college to promote DEI for all faculty, staff, and students:

CBAPP is committed to cultivating an inclusive and equitable work and learning environment; an environment that is reflective of diverse perspectives, culturally sensitive, and accepting of individuals from all walks of life.

The proposed DEI Policy is also submitted in compliance with the following charge and goal for the CBAPP DEI Committee:

The charge of the Committee is to develop strategies/guidelines to improve CBAPP workplace diversity, equity, and inclusion. The goal is to have a draft DEI Policy by the end of the Spring 2023 semester; therefore, we can discuss/vote on the proposed Policy in the Fall 2023 College retreat.

PRINCIPLES FOR PROMOTING DEI IN THE COLLEGE*

Belonging is a basic human need that is met by active acceptance and validation of a person's lived experience, perspective, and ways of learning and understanding and includes a community of persons with shared social identities, supportive and challenging environments, and climates with high levels of encouragement.

Diversity is the presence, recognition and engagement of people of social, political and institutional identities from the wide range of human experiences, and the complex ways these identities intersect and are lived.

Equity names a process of dismantling and creating structures and practices that have intentionally or unintentionally advantaged or disadvantaged groups of people; it is a process that responds to unjust structural outcomes to create laws, policies, practices and traditions that support just outcomes for all.

Inclusion is a process and practice of active, intentional and sustained engagement of each person in an environment that values and respects their perspectives, multiple identities, experiences and contributions.

An **inclusive climate** is evidenced by practices, policies and traditions that include diverse people and perspectives, that intricately considers those from historically and systemically oppressed, underrepresented and underserved populations for the purpose of social justice.

Social Justice is the work to eliminate historic and systemic oppression and to build systems and cultures of human dignity where rights, accountability, equity, inclusion and access create conditions for people and groups to realize their full potential.

GOALS, OBJECTIVES, DELIVERABLES

GOAL 1: Solidify a DEI Infrastructure for CBAPP

A standing DEI Committee will be established consisting of administrators, faculty, and staff (one representative from each department). The DEI Committee will promote the college's commitment to the principles of DEI. Within this context, the standing DEI Committee will meet the following objectives and deliverables.

- **OBJECTIVE 1.1** The standing DEI Committee will develop a CBAPP statement on Diversity, Equity, Inclusion.
 - **Deliverables:**
 - The CBAPP statement will be promulgated and made available on the CBAPP Blackboard page and Website.
 - Evidence will be solicited and collected as needed indicating that informal practices and formal policies abide by these goals.

- **OBJECTIVE 1.2:** Evidence will be solicited and collected as needed of CBAPP administrators, faculty, and staff in improving DEI efforts.
 - **Deliverables:**
 - Evidence of equity-minded language presented in course syllabi. For example, evidence that equity-relevant Program Learning Outcomes have been developed and incorporated into syllabi.
 - Evidence that during class discussions, examples used draw on gender, racial, and ethnic minority scholars' work as well as the lived experiences of Indigenous, and People of Color populations.
 - Such evidence can be presented in (but not exclusive or limited to) syllabi, student evaluations, course observations, reading material, assignments, etc.
 - Evidence of equity-minded grading policies.
 - Evidence of equity-minded staff hiring and promotion policies.
 - Evidence of equity-minded policies and procedures in student enrollment, advising, scheduling, graduation, and student success areas.
 - Evidence of administrator support (such as funding, hiring, and promotions) to promote DEI activities.

GOAL 2: Create a College Environment of Belonging

An environment of belonging will be actively promoted by recruiting and retaining diverse administrators, faculty, staff, and students to advance the mission of the CBAPP commitment to DEI. Within this context, CBAPP administrators, faculty, staff, and the standing DEI Committee will promote the following objectives and deliverables.

- **OBJECTIVE 2.1:** Confirm compliance with university-level DEI training requirements for all management, faculty and staff.
 - **Deliverables:** Evidence of consulting with the CSU Dominguez Hills Vice President and Chief Diversity, Equity, and Inclusion Officer to develop and improve (as needed) a formal policy and procedures that consistently uplift DEI efforts in CBAPP recruitment/search committees.

- **OBJECTIVE 2.2:** Identify best practices for student success (recruitment, retention, and graduation).
 - **Deliverables:** Evidence of college level efforts toward student success
 - Including (but not exclusive or limited to) outreach at local high schools with a high percentage of students of color, CBAPP-specific scholarship opportunities (when funding available), CBAPP-specific tutoring services sponsored via the college, academic advising requirements (have students meet with an academic advisor once a year), CBAPP events where students can meet career professionals and discuss issues of racial equality in their respective jobs.

GOAL 3: Establish Procedures for Responding to DEI Issues that May Arise

CBAPP administrators and the standing DEI Committee will respond to DEI-relevant issues that may arise within the college. Consultation will be initiated with relevant University administrators and offices as needed about how to address DEI-relevant issues when they occur. The following objectives and deliverable will promote the response procedures.

- **OBJECTIVE 3.1:** Establish and implement procedures for responding to DEI infractions and other issues that may arise.
 - **Deliverables:** Evidence of consultation with the CSU Dominguez Hills Vice President and Chief Diversity, Equity, and Inclusion Officer to update (as needed) the college procedures.

- **OBJECTIVE 3.2:** Respond appropriately to perceived infractions of the CBAPP DEI mission, charge, and goals.
 - **Deliverables:** Evidence of keeping records by the appropriate administrators on consultation with the relevant University-level administrators and offices as needed.

*From DEI definitions promoted by CSU San Bernardino.