Equity and Inclusion
in Everything We Do

SDSU will be a global leader in advancing diversity, equity, and inclusion in research, teaching and in community engagement. At SDSU, the mark of our global leadership will be an innovative institutional infrastructure that promotes and supports diversity, equity, and inclusion in everything we do: research, teaching, professional development, student experiences in and outside the classroom, and community relationships.

Goal 1

Ensure that diversity, equity and inclusion (DEI) initiatives across campus are aligned and implemented consistently, effectively and efficiently.

Accomplishments

Plan Activities Completed:

- Ensure that every major campus unit (college, division, auxiliary), in coordination with the existing Diversity and Inclusion Planning committees, has a standing diversity council to better coordinate and promote unit-specific DEI activities.
- 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 task force and apply for Asian American and Native American Pacific Islander-Serving Institutions (AANAPISI) status.

In progress:

- Establish a sustainable centrally funded information technology unit responsible for managing campuswide accessibility to implement and drive institutional governance and policy.
- Expand the role of the Diversity Liaisons to better coordinate DEI activities across colleges and units.

Additional Accomplishments

- Established the Center for Inclusive Excellence
- Every division, college and academic department has a unit-level diversity plan, reviewed and approved by the Senate Diversity, Equity and Inclusion committee.
- Increased full-time staff for the Office of Faculty and Staff Diversity, including two Learning and Development Specialists, Administrative Coordinator and Equity Analyst.
- Established the Office of HSI Affairs and HSI Advisory Councils

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Goal 2

Foster and sustain an environment where all students, faculty, staff and alumni feel welcomed, supported, and valued by the university.

Accomplishments

Plan Activities Completed:

- Establish a process and organized structure to coordinate, expand, and increase visibility of heritage month programs and events.
- Engage Arts Alive SDSU to display 10 permanent outdoor representations of diverse communities (such as statues, murals, sculptures) across the university campuses.
- Establish a DEI Initiative to define and promote diversity, equity, and inclusion, and promote ongoing conversations about DEI and how it can drive action. [Principles of Community]
- 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 an Hispanic-Serving Institution, and the university's connection with the Kumeyaay people.

In progress:

- 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. Style guide updated; inclusive language integrated into style guide; Additional recommendations pending resources
- Establish and launch intergroup dialogue programs (such as Human Library, racial equity learning groups, peacemaking circles). Proposal submitted.

Additional Accomplishments

- Established Inclusive SDSU bias reporting system
- Expanded services for previously incarcerated students through Project Rebound
- Expanded the Undocumented Resource Area into an Undocumented Resource Center
- Opened the Native Resource Center, Latinx Resource Center, APIDA Resource Center
- Opened the IV Cross-Cultural Center
- Adopted an official SDSU Kumeyaay Land Acknowledgement
- The HSI Advisory Committee disseminates a comprehensive HSI Campus Recommendations document.
- Established the HSI Student Advisory Board
- Office of HSI Affairs sponsored programs to welcome new faculty and new staff launched
- Arts Alive Artist in Residence program established
- Established task forces on Antisemitism, Islamophobia and Black Excellence
- All student leaders in the Residential Education Office (REO) complete the year-long Identity and Allyship Awareness program (101 and 201)
- ALL RSO student leaders must complete Inclusive Leadership Awareness Training
- Naming of Charles Bell and Ellen Ochoa Pavilions

Goal 3

Recruit, retain and advance graduate students, faculty and staff who can and will effectively support the diverse student body and communities served by SDSU.

In progress:

- Ensure participation in professional learning on inclusive practices for all search committees, retention, tenure, and promotion committees, staff supervisors and managers, and admissions committees. Implemented for SEARCH committees; others in progress
- Establish and provide institutional support for structured mentoring programs for all faculty and staff (regardless of classification). Proposal submitted
- Establish and provide institutional support for structured leadership development opportunities for all faculty and staff (regardless of classification) aligned with unit Diversity and Inclusion Plans. Proposal submitted.

Additional Accomplishments

- Established Center for Graduate Life and Diversity
- Completed cluster hire of tenure-track faculty members with a demonstrated record of success in research, teaching and/or service with Black populations
- All tenure-track faculty hires required to meet two of the eight Building on Inclusive Excellence (BIE) criteria
- All tenure-track faculty search committees must include an Inclusion Representative (equity advocate)
- Became lead institution for SoCal HERC
- FUERTE (Faculty Unified towards Excellence in Research and Transformational Engagement) grant project completed cluster hire of 11 early-career faculty across disciplines to bolster Latinx health disparities research and strengthen the pipeline of scientists focused on the subject.

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