

AI#	<u>University Action Plan</u>	<u>Related Task Force Recommendation(s)</u>	Status	Comments, Ideas
1	The president will charge the President's Commission on Diversity to gather best practices regarding diversity engagement and inclusive excellence and engage the campus in providing feedback regarding this function and possible organizational structure. Upon final determination by the cabinet, appropriate funding, structure, staffing and programming will be implemented. The outcome will form the basis for a cohesive plan regarding diversity engagement and inclusive excellence.	Campus Climate 1, 3, 4, 6, 11, 15; Faculty and Staff 2, 5, 7.	15/16 Focus: Take it to the Next Level	Established, funded, and in process of filling Chief Diversity Officer; Title IX officer just started
2	The president will charge the President's Commission on Diversity to implement a Campus Climate Survey, review the Diversity Master Plan, and provide recommendations to the President. Composition and charge of the PCD will be reconsidered.	Campus Climate 2, 5, 7.	<b>Campus Climate:</b> 15/16 Focus: Take it to the Next Level; <b>Diversity Master Plan:</b> Long term sustainability	<b>Campus Climate</b> analysis is being finished up; Analysis team will present it to PCD to get feedback on how to structure results and roll out to the campus; we need to work on closing the assessment loop (using the data to impact change); <b>The PCD will review the DMP</b> review again; a number of things were institutionalized but some have not been
3	Relevant materials such as Dr. Murray's study will be included as additional materials on the university's diversity website as it is developed. Special recognition will be given to Dr. Murray and Dr. Halualani.	Campus Climate 8	Completed	Completed: ongoing sustainability of the University's main Diversity website will be under the guidance of the ODIE
4	The university will conduct research to identify successful SJSU Under Represented Minority (URM) students, determine key factors for their success, and replicate those factors to develop support programs for all URM students to the degree possible.	Campus Climate 9, 10.	15/16 Focus: Take it to the Next Level	A possible sub-group could study resource issues of high impact practices ("bang for the buck"); Need to address how to duplicate and replicate Taskforces work; Lisa Oliver's research needs to be shared with campus and utilize the data for change; Practices and initiatives need further assessment; Need to collaborate more with college student success centers
5	The president will send a referral to the Academic Senate requesting review of curricular options that address diversity education.	Campus Climate 12 and 13.	15/16 Focus: Take it to the Next Level	C&R reviewed GE requirements and chose not to add additional GE categories; they did find that the diversity objective is not assessed by BOGS (a loophole that could be closed to strengthen assessment of diversity in the GE review)
6	The Center for Faculty Development will be charged to develop and provide training described in the recommendation.	Campus Climate 14; Faculty and Staff 4.	Long term sustainability	As part of its mission, the CFD will continue to provide, assess, and revise faculty development on the rules for civil discourse and respect in the classroom, understanding the strengths that diverse students bring into the classroom, effective strategies for engaging diverse students, and ways to integrate diversity issues into lectures, discussions, and class assignments.

7	Student leadership retreats, including Leadership Today, will be expanded in scope and augmented to ensure race and other diversity-themed topics are included.	Campus Climate16 and 17.	15/16 Focus: Take it to the Next Level	Leadership Today (sponsored by MOSAIC and SI) and Taskforce Leadership retreats; issue is resources for sustainability; Need to create linkages and share resources between similar activities around campus; need to expand concept more broadly to student development (what is it that students need to develop); Need more support in this area for student orgs and advisors
8	Recruitment for the vice president of student affairs is currently planned.	Faculty and Staff 1	Completed	Completed
9	Both Faculty Affairs and HR will develop a recruitment protocol that ensures diverse applicant pools during the recruitment process.	Faculty and Staff 3, 6; Residential Life 10.	Long term sustainability	Faculty Affairs requires a pre-approved diversity plan, reviewed by Faculty-in-residence (Carols E. Garcia) for searches; FA process can be reviewed to see if it can be streamlined/ less beaucratic such as with pre-approved templates?; HR added additional emails and job fairs (such as for veteran's and disabled), HR updated website with affirmative action plan; discussed issues with outreach to individuals for searches (such as at a conference); important next step of this is retention efforts
10	A university task force of students, faculty and staff will be formed to review all aspects of frosh, transfer and graduate student orientations.	Frosh Orientation 1, 2, 3.	Long term sustainability	This was implemented into frosh orientation and for a smaller component for transfers. Graduate students do not have a mandatory orientation. Next steps would be to figure out how to get training to all students; possibility a certificate or something that also strengthens marketability; consider aspects of making grad student orientation mandatory
11	Housing administrators will create a protocol for making visits to common areas for the purpose of observing displays and activities.	Residential Life 1, 7.	Completed	University Housing Services will continuously assess and update protocols to make sure that the RAs are facilitating a safe and welcoming living environment.
12	Housing administrators will research national standards for staffing ratios in similar residence halls, and provide university administration with those reports including recommendations as appropriate.	Residential Life 2	15/16 Focus: Take it to the Next Level	Need a plan for implementation of staffing ratios
13	Housing administrators will develop a proposal for comprehensive residential life staff training that augments existing training with specific topics that address diversity including, but not limited to, race, ethnicity, prejudice and hate.	Residential Life 4, 6, 11, 14.	Completed	University Housing Services will continuously assess and adapt residential life staff training to ensure the staff have the professional development needed to serve the diverse student body effectively and facilitate a safe and welcoming living environment.
14	Housing administrators will create a process that ensures supervisory review of student roommate and suitemate agreements.	Residential Life 5	Completed	University Housing Services will continuously assess and adapt the protocol for student roommate and suitemate agreements to ensure the process is effectively addressing student needs.

15	Housing administrators will develop programs for resident students focused specifically on diversity, including race and ethnicity, with enticements for participation.	Residential Life 8, 12.	Completed	University Housing Services will continuously assess and adapt their programming to ensure diversity issues are addressed.
16	Housing administrators will develop a brief video of critical elements in the contract, and will develop a housing orientation program to reinforce the behavior expectations in the contract upon arrival.	Residential Life 9	Long term sustainability	University Housing Services will continuously assess their housing orientation program, including the impact of the contract video, to make sure residents understand the behavior expectations in the housing contract.
17	Housing administrators have created plans for implementing themed-floors.	Residential Life 13	Completed	A process exists for new themed living communities to be created. A question was raised about themed floors being in the older facilities; the pros and cons of this need to be evaluated.
18	Spartans for Safety, augmented by technical experts, will be charged to review appropriate reporting mechanisms to ensure visible, user-friendly tools to report hate crimes and incidents of inappropriate and bias-based conduct. Recommendations will be provided to the president's cabinet for implementation. Reported incidents will be distributed to and reviewed by appropriate university departments.	Reporting Policies and Procedures 1, 2, 5.	Long term sustainability	The Division of Student Affairs, the Behavioral Intervention Team (BIT), and UPD will continuously monitor and assess the reporting mechanism and response protocol to make sure the process is meeting campus needs.
19	The Behavioral and Crisis Intervention Team (formerly known as CAIT) will be charged to develop a comprehensive response protocol for reported incidents. The protocol will be widely communicated to the campus community.	Residential Life 3; Reporting Policies and Procedures 3, 4, 8, 9, 10.	Long term sustainability	The Division of Student Affairs, the Behavioral Intervention Team (BIT), and UPD will continuously monitor and assess the reporting mechanism and response protocol to make sure the process is meeting campus needs.
20	SJSU has adopted the Santa Clara County Law Enforcement Policy Statement Regarding Hate Crimes. UPD will review to ensure terms are implemented at SJSU.	Reporting Policies and Procedures 6	Completed	Not applicable
21	In consideration of CSU Executive Orders, SJSU Academic Senate Policies, Presidential Directives and other departmental policies, the university will create a comprehensive policy that covers bias, discrimination, hate violence and bullying.	Reporting Policies and Procedures 7	15/16 Focus: Take it to the Next Level	The one policy we don't have is a bullying; Chancellor's office and campus input both suggest not having a bullying policy (partially due to a union issue) but rather a civility message; A good option for this campus is a civility message and programming and education to enhance a culture of civility
22	The university will hold at least one forum per semester to review status of implementation.	Implementation 2	Long term sustainability	Completed with regards to the action item updates, PCD and ODIE will continue to host campus forums and other avenues of facilitating campus discussion on diversity related issues.