

DIVERSITY ACTION PLAN

UPDATED 2022-23



CAL POLY
International Center



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DIVERSITY STATEMENT

At the Cal Poly International Center, we are committed to diversity, equity and inclusion in international education. In our efforts to bring more of the world to Cal Poly and Cal Poly to the world, we strive to 1) actively increase access to study abroad so that every Cal Poly student is able to undertake a significant international experience during their degree program (a high-impact practice); 2) facilitate and strengthen a campus climate that openly welcomes and supports diverse populations of international students and scholars; 3) collaborate with faculty on the internationalization of the curriculum; and 4) support the creation of programs, experiences and trainings that foster intercultural competency and cultural humility.



SUMMARY OF GOALS



Increase study abroad accessibility to underrepresented student populations and promote ethical programming and participation.



Align CPIC work with the Graduation Initiative and campus climate efforts to support, retain and graduate diverse groups of students.



Provide resources and support for faculty in internationalizing the curriculum.



Develop innovative programming and partnerships to attract more diverse students from abroad to Cal Poly.



Enhance training to facilitate intercultural competency and cultural humility.

DIVERSITY ACTION PLAN

GOAL #1:

Increase study abroad accessibility to underrepresented student populations and promote ethical programming and participation. Enhance funding and support toward the goal that every Cal Poly student can undertake a significant international experience during their degree program, a high-impact practice.

1. Provide additional support to students of underrepresented backgrounds throughout each stage of the study abroad process.
 - Further develop relationships with relevant offices to support access for students underrepresented in study abroad.
 - Research best practices in working with students from these groups where gaps are identified and provide additional training for staff.
 - Develop additional resources throughout study abroad process.
 - Evaluate and update on an annual basis.
2. Work with campus entities to create additional scholarship opportunities for study abroad.
 - Look for creative/new ways to generate donations.
 - Launch and further develop the Cal Poly Global Scholars pilot scholarship program.
 - Facilitate additional Passport Initiatives (financial assistance obtaining passports) to create opportunities for students to get started in overseas programs.





3. Dedicate more resources toward developing virtual exchanges and effective campaigns to promote these opportunities to students.
 - Continue faculty grants to create/enhance virtual exchanges.
 - Promote more virtual exchange opportunities through web presence, workshops and online interest form.
4. Collaborate with campus partners on preparation for ethical participation.
 - Collaborate with colleges such as CLA and CENG on incorporating social justice perspectives into pre-departure, onsite and post-program training and reflection.
 - Update program proposal forms to include questions on ethical collaboration with local host communities.
5. Cultivate study abroad programs that attract a greater diversity of students and program leaders.
 - Support development of programs in regions of the globe underrepresented in current programming.
 - Develop new partnerships to bring greater diversity of disciplines represented, and allow for lower cost exchange opportunities in additional parts of the globe.
 - Increase awareness for National Student Exchange programs — study programs in the U.S. and Canada that provide opportunities to Dreamer and DACA students.
 - Send program development and faculty international opportunity information to faculty/staff associations; disseminate through inclusivity and OUDI listservs.

Progress Metrics:

- Increased number of applicants (participants) from students of diverse and historically underrepresented backgrounds.
- Additional scholarship funding to promote access in study abroad.
- Increased depth and breadth of resources throughout the study abroad process for students of diverse groups.

GOAL #2:

Align CPIC work with the Graduation Initiative and campus climate efforts to support, retain and graduate diverse groups of students.

International Students and Scholars: International students both in and out of the classroom contribute enormously to the diversity of the campus community. At Cal Poly they represent over 60 countries of origin, and each international student carries unique perspectives and experiences. International students are at just over 1.6% of the overall Cal Poly student body, and advocacy for their needs continues to be critical.

1. Create a renewed strategy for international student retention and success.
 - Analyze international student persistence data and assess needs for support and timely progress to graduation.
 - Add an international student or SEVIS (Student and Exchange Visitor Information System) flag in Poly Profile and disseminate information to campus on its use.
 - Enhance support for international students.
 - Increase international student engagement with International Center programming.



Beijing, China





Study Abroad: Use data and process enhancement to facilitate support for all students to have an international experience.

1. Data Tracking
 - Compare historically marginalized student populations in study abroad programs with campus data.
 - Use data to inform next steps in enhanced student support.
2. Processes and Support
 - Integrate course approvals into study abroad system.
 - Develop more streamlined processes for study abroad course approvals.
 - Work with departments on curriculum mapping of study abroad.
3. Collaborate with ongoing research projects supporting efforts to engage more underrepresented students in study abroad.

Progress Metrics:

- SEVIS flag completed in Poly Profile.
- Programming implemented for international student retention and support.
- Increased number of courses in study abroad data system tied to programs.
- Study abroad course approval forms integrated into Powerforms processes.
- Increased number of flowcharts by major with study abroad examples.



Cape Town, South Africa



Yucatan, Mexico

GOAL #3:

Work with faculty to develop the internationalization of the curriculum, including virtual exchange opportunities.

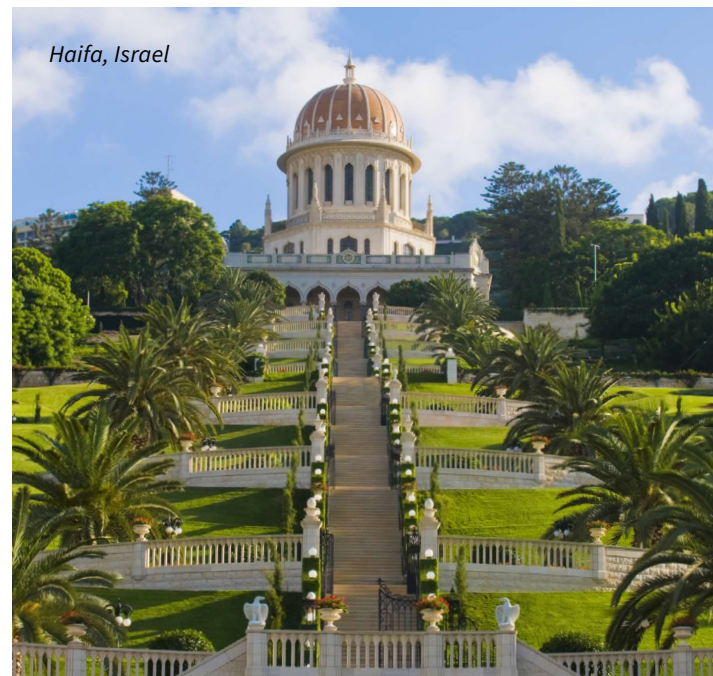
- Provide support for internationalization grants for departments and faculty on an annual basis.
- Collaborate with campus stakeholders on incorporating international virtual exchange opportunities.
- Cultivate stronger connections with colleges and departments for mutual support in curriculum internationalization.
- Celebrate faculty and staff internationalization efforts.

Progress Metrics:

- Increased number of grant opportunities for faculty.
- Annual virtual exchange grant proposal with funding toward faculty professional development.
- Launch faculty/staff international expertise survey.
- Engage with campus committees and communities to promote study abroad and international education.



Wellington, New Zealand



Haifa, Israel



GOAL #4:

Develop innovative programming, partnerships and resources to attract and retain a more diverse array of students from abroad to Cal Poly.

- Support recruitment efforts to attract more diverse domestic and international students.
- Advocate for an “international” button on Cal Poly homepage.
- Establish more scholarships for international students, thus attracting students to apply, improving diversity and helping retain students who need financial support.
- Cultivate new international partnerships to bring greater diversity of exchange students.
- Create international student spaces that allow for programming, studying and confidential advising.
- Develop/maintain programming that connects international students to the campus community.

Progress Metrics:

- More countries represented in international student populations.
- Additional scholarships in place for international students.
- A new international student lounge is open.
- An international button is on the Cal Poly homepage.

Seoul, South Korea



GOAL #5:

Enhance training to facilitate intercultural competency and cultural humility.

- Enhance trainings for faculty and staff leaders and pre-departure materials and activities for students that facilitate cultural awareness and humility.
- Provide ongoing trainings for International Center professional and student staff.
- Spread awareness of the international student population – and their needs – on campus.
- Demonstrate support and provide advocacy for students when impacted by international and/or U.S. issues.
- Support all students in seeking international education experiences.
- Enhance campuswide programming/lecture series showcasing faculty international expertise and social justice in international education.

Progress Metrics:

- Increase self-efficacy.
- Collect data on who has gone through trainings.
- Increase in staff attendance at DEI trainings and participation in DEI initiatives.

Bengaluru, India



Belfast, Ireland



NEXT STEPS

2022-23



International Students — Enhanced programming; offer international student inclusivity workshop as annual opportunity for faculty/staff; finalize exit survey for international students; ongoing analysis of retention and graduation data.



Study Abroad — Publish GE course approvals through Terra Dotta system linking approvals to study abroad programs; collaborate to move GE and major/support course approvals to powerforms; advocate for curriculum mapping of study abroad by department; provide virtual exchange support.



Advocate for additional grants and scholarships for international students and study abroad students.



Support efforts in internationalizing the curriculum as campus moves to a semester model. Provide enhanced support for students underrepresented in international programming.



Collaborate on workshops and trainings to promote cultural competency and humility.



Review and update data annually to determine how we are progressing toward our goals.



ALIGNMENT OF CAL POLY INTERNATIONAL CENTER DIVERSITY ACTION PLAN

with the University Strategic Plan

	Increase Study Abroad Access	Align with Graduation Initiative	Internationalize Curriculum	Attract/Support International Students	Promote Cultural Humility
Strategic Priority 1: Enhance the success of all Cal Poly students.	●	●	●	●	●
Strategic Priority 2: Cultivate the excellence of all employees.	●	○	●	○	●
Strategic Priority 3: Enrich the campus culture of diversity, equity and inclusion.					
Goal 3A: Create an aligned and cohesive focus on diversity and inclusion across the university.	●	●	●	●	●
Goal 3B: Create and sustain a more diverse, equitable and inclusive community that reflects and serves the diverse people of California.	●	●	○	●	●
Goal 3C: Prepare all students for their future through an education that includes diversity learning and reflects the principles of Inclusive Excellence.	●	●	●	●	●
Goal 3D: Further develop a campus climate that reflects the values of diversity, equity and inclusion, as well as free inquiry and mutual respect.	●	●	●	●	●
Strategic Priority 4: Strengthen Cal Poly’s portfolio of academic programs.	●	●	●	○	●
Strategic Priority 5: Create an engaged, vibrant and healthy community for students.	●	●	●	●	●
Strategic Priority 6: Leverage data and technology to support the institution’s mission.	○	●	○	○	●
Strategic Priority 7: Secure our future by improving finances, facilities and systems.	○	○	○	●	○



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