

Date: March 30, 2016

To: Campus Community

From: Karen S. Haynes, Ph.D.
President

Subject: Diversity and Inclusion Strategic Plan Update

Over the course of the fall semester and early spring, the Diversity and Inclusion Strategic Plan Task Force has been drafting a comprehensive set of strategic goals and objectives to advance diversity, educational equity and inclusion at Cal State San Marcos. As I often note, the work of creating a diverse and inclusive university never stops and it is our collective responsibility as a campus community—we all play an important part. As we develop a plan that every student, faculty, staff and administrator can see themselves a part of, I ask that you engage deeply in the review and input process. I want to hear from you about where you see yourself in this plan and what might be missing.

There are a number of ways to provide input on the Strategic Goals and Objectives. First, we have developed a website <http://www.csusm.edu/equity/strategicplan/upcoming/index.html> that includes the draft strategic plan and a mechanism for providing feedback and input. In addition, we will hold individual town hall forums for students, faculty, staff and administrators. I hope that you will attend one of these forums—a complete listing of dates, times and locations are posted online along with details on the review and input process.

The development of a strategic plan for Diversity and Inclusion was one of the key recommendations of the Diversity Mapping project. We have also advanced a number of other recommendations from the Diversity Mapping project that, in the absence of a plan, we knew were both immediate opportunities and important work that needed to be done in parallel with the strategic planning task force's work:

- We continue to take steps across the University to assess student success and retention and close the achievement gap, as evidenced in our one-year retention rates of underrepresented students.

- The Hispanic Serving Institution (H.S.I.) grant team is hard at work on a number of activities and actions that promote Hispanic student success.
- We have continued the *Conversations that Matter Series* and other programming to provide space for dialogue and experiential learning.
- The Faculty Center has continued the faculty learning communities on cultural intelligence and community engagement, and is developing an intercultural proficiency certificate program for faculty.
- In May, the Black Student Center task force will present to me a recommendation that will outline the proposed focus and programming of the new Black Student Center.
- Our search committees for senior administrator and faculty appointments are all receiving training on creating diverse pools and there has been noticeable improvement in diversity in faculty hiring.

I hope that you will take time to review the draft goals and objectives, participate in the forums and provide your input and feedback. We are all advocates for diversity and inclusion, and our collective work and commitment to this plan will realize our vision for Cal State San Marcos as a place that models best practices within a context of social justice and educational equity.