

Unit-Level Diversity Planning

Spring 2022 Update

A University Senate resolution approved on Feb. 6, 2018, requires all units to engage in diversity planning. It stated:

“LET IT BE RESOLVED, that San Diego State University creates a campus-wide diversity plan and that all academic and administrative units/divisions also create individual diversity plans that are congruent with the University plan. The University shall provide training and support for developing these plans. This requirement shall be in place by the year 2020.”

- **Colleges and Divisions:** All colleges, divisions and auxiliaries spent the 2019-20 year developing their original plans with all units having plans approved by the end of 2020.
 - Based on guidance from Senate DEI and Campus Diversity, plans are required to include analysis of employee representation, climate and success, with corresponding goals and strategies. Plans also include expected timelines for implementation (although those timelines may vary across goals, strategies and units), and expectations for assessment and accountability.
 - Development of college and division plans was led by the diversity liaisons and unit-level teams convened specifically to create the plans. Each college and division now has a unit-level diversity council that is expected to “provide guidance and support for the development, implementation and on-going assessment of unit diversity plans” (per Policy File).
 - **All units submitted plans on time and had plans approved by early Spring 2021 (now posted and linked on the [Diversity Planning website](#)).**

Divisions / Colleges / Auxiliaries	
August 2019	Release of readings, materials, and template
October 2019	Institute #1 – Pre-Planning, Equity Gaps
January 2020	Institute #2 – Goals and Interventions
March 2020	Plan Submission opens. Plans will be reviewed and revised with support of Councils
October November 2020	Deadline for Submission of Completed, Final Plan

- **Academic departments:** Individual schools and departments spent the 2020-21 year developing their original plans with all units expected to have plans approved by the end of 2021.
 - Based on guidance from Senate DEI and Campus Diversity, plans are required to include analysis of equity gaps in student outcomes; review of curriculum and/or development of new curriculum to advance racial and social justice, anti-racism, and cultural diversity across the curriculum; strategies to support goals outlined in

college plans; and strategies to improve faculty and staff competencies with equity-minded teaching and student support practices. Plans also include expected timelines for implementation (although those timelines may vary across goals, strategies and units), and expectations for assessment and accountability.

- Development of department/school plans was led by department teams convened specifically to create the plans. Some departments have established standing diversity committees.
- **54 of 55 schools/departments submitted plans on time; 45 had plans approved by early Spring 2021.**
 - 1 department (Philosophy) has not yet submitted a plan.
 - 9 departments/schools have been asked to make some revisions before approval (Aerospace Engineering, Classics & Humanities, Electrical and Computer Engineering, English and Comparative Literature, Finance, Management and Information System, Marketing, Mechanical Engineering and Public Affairs).

Departments / Schools	
August 2020	Release of readings, materials, and template
December 2020	Institute #1 – Equity Gaps, Curricular Review
March 2021	Institute #2 – Interventions
May 2021	Deadline for completion of data and curriculum analysis.
October 2021	Deadline for completion of draft, reviewed by college councils
December 2021	Deadline for Submission of Completed, Final Plan

- **Implementation:** All units have begun implementation of their plans. The Office of Faculty and Staff Diversity has submitted a request for funding to support this implementation; PBAC approval is currently pending.

Relevant sections of University Policy File

6.2 The Chief Diversity Officer, in consultation with Senate DEI, will implement a process for every division, auxiliary, college, department/school and unit to create and/or revise plans for faculty and staff equity, diversity and inclusion. This will occur at least every five years. Plans should focus on diversity of representation, climate, and equitable success outcomes.

6.2.a The Chief Diversity Officer, in consultation with Senate DEI and in accordance with state, and federal laws and CSU policy, will develop criteria for evaluation, strategies for implementation, a review and approval process, and deadlines for submissions of Equity, Diversity and Inclusion plans.

6.2.b In accordance with previous Senate resolutions, each Equity, Diversity and Inclusion plan shall provide specific recommendations on how to serve historically marginalized and disproportionately represented communities on campus.

6.2.c Units without an approved Equity, Diversity, and Inclusion plan shall not conduct faculty and staff searches until the criteria are satisfied, absent Presidential exception.

8.0 Diversity Councils

8.1 To ensure effective shared governance, transparency and broad sharing of relevant information from all voices regarding diversity, inclusion and equity, each college, SDSU Imperial Valley, the Library, Global Campus, Business and Financial Affairs, Student Affairs and Campus Diversity, Information Technology, Research Affairs, and University Advancement shall establish a standing Diversity Council.

8.2 The Diversity Councils

- a) shall review, advise, and provide feedback to the unit's leadership regarding matters related to students, staff and faculty diversity, equity, and inclusion;
- b) shall provide guidance and support for the development, implementation and on-going assessment of unit diversity plans; and
- c) may be involved in coordinating DEI initiatives within and across units and contributing to campus DEI initiatives.