“Through Inclusive Excellence, Cal Poly Pomona demonstrates our commitment to the urgent and ongoing work of creating and sustaining an inclusive campus climate in which all are welcomed and respected, and our diversity is valued.”
Deep Listen: Campus-Wide BTI Feedback

*Feedback will lead to specific action steps to be presented to campus community in August 2023.*

1. Describe the current racial climate at CPP
2. What actions/behaviors positively add to CPP's goal of inclusive excellence?
3. What barriers/challenges prevent CPP from achieving our goal of inclusive excellence?
4. What does the campus need to further our growth and development in equity, diversity, and inclusion? What do you need?
Phase 1 (2022-2024): Progress to Date

Strategy 1: Prioritize Campus Racial Healing

- Racial Healing Circles: Truth, Racial Healing, and Transformation
- Wellbeing Coaching (Students, Faculty, and Staff): Black Girl Doctor Network
- CAPS Counselor Hired: Black Community Focus
Phase 1 (2022-2024): Progress to Date

Strategy 2: Increase Campus Awareness, Cultural Humility & Critical Consciousness

- Racial Justice and Cultural Humility Learning Series Implemented
- Intercultural Development Inventory (IDI)
- Campus EDI Reflections and Dialogues
Phase 1 (2022-2024): Progress to Date

Strategy 3:
Invest in a Sustainable Infrastructure and Develop Campus-Wide Accountability Metrics

- Black Scholars Floor (UHS)
- Presidential Associate and Chief Diversity Officer Hired
- 9 DSA EDI-Focused Staff Positions Hired
- New EDI-Focused Offices Formed:
  - TREE and MSI
  - RISE Expansion
- Establishment of a Black Male and Latinx Male Cohort-Based Retention Program
- Transfer Success Men of Color Program
- Learning Certificate Program: Supporting Men of Color at CPP
- Male Success Initiatives (MSI) Community Partnership Grants: A Campus-Wide Approach to Supporting Men of Color
- Cultural and Identity-Conscious Parent and Family Engagement
- Cultural and Identity-Conscious Orientation Working Group
- AASC Renovation