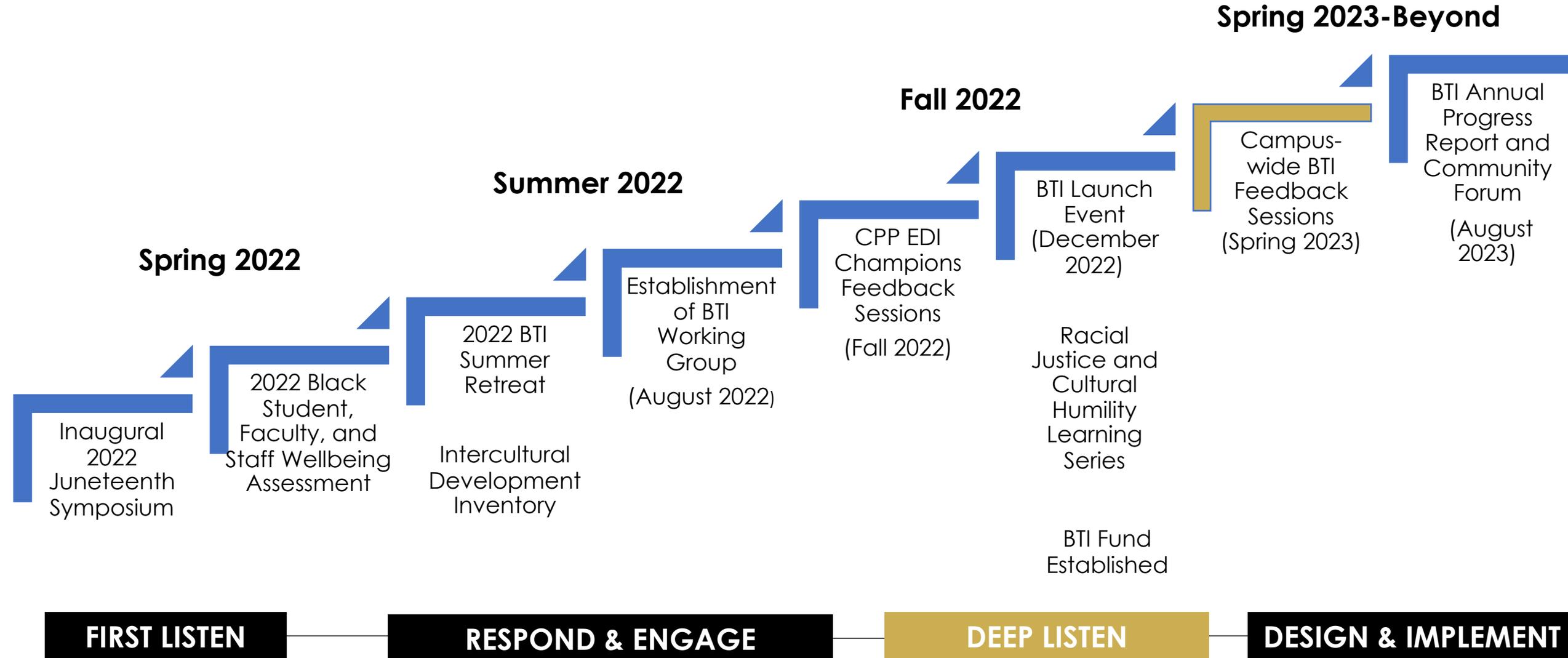


# Black Thriving Initiative: Progress to Date

“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.*



# Phase 1 (2022-2024): Progress to Date

1

## 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

2

## 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

3

## 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