



College of Business Administration and Public Policy

Proposed Policy on Diversity, Equity and Inclusion

INTRODUCTION

The proposed policy for promoting Diversity, Equity, and Inclusion for the College of Business Administration and Public Policy was developed in compliance with the following commitment by the college to promote DEI for all faculty, staff, and students:

CBAPP is committed to cultivating an inclusive and equitable work and learning environment; an environment that is reflective of diverse perspectives, culturally sensitive, and accepting of individuals from all walks of life.

The proposed DEI Policy is also submitted in compliance with the following charge and goal for the CBAPP DEI Committee:

The charge of the Committee is to develop strategies/guidelines to improve CBAPP workplace diversity, equity, and inclusion. The goal is to have a draft DEI Policy by the end of the Spring 20232 TETQ.000002 0 1 2 reW* nQ28 0.5.84ef*q0.000002 0 1 2 reW* nBT/F2 1 T

Inclusion is a process and practice of active, intentional and sustained engagement of each person in an environment that values and respects their perspectives, multiple identities, experiences and contributions.

An **inclusive climate** is evidenced by practices, policies and traditions that include diverse people and perspectives, that intricately considers those from historically and systemically oppressed, underrepresented and underserved populations for the purpose of social justice.



6 R F L D O is the New York State Office of General Services. We will eliminate historic and systemic oppression and to build systems and cultures of human dignity where rights, accountability, equity, inclusion and access create conditions for people and groups to realize their full potential.

GOALS, OBJECTIVES, DELIVERABLES

GOAL 1: Solidify a DEI Infrastructure for CBAPP



- x **OBJECTIVE 2.1:** Confirm compliance with university-level DEI training requirements for all management, faculty and staff.
 - o **Deliverables:** Evidence of consulting with the CSU Dominguez Hills Vice President and Chief Diversity, Equity, and Inclusion Officer to develop and improve (as needed) a formal policy and procedures that consistently uplift DEI efforts in CBAPP recruitment/search committees.

- x **OBJECTIVE 2.2:** Identify best practices for student success (recruitment, retention, and graduation).
 - o **Deliverables:** Evidence of college level efforts toward student success
 - f Including (but not exclusive or limited to) outreach at local high schools with a high percentage of students of color, CBAPP-specific scholarship opportunities (when funding available), CBAPP-specific tutoring services sponsored via the college, academic advising requirements (have students meet with an academic advisor once a year), CBAPP events where students can meet career professionals and discuss issues of racial equality in their respective jobs.

GOAL 3: Establish Procedures for Responding to DEI Issues that May Arise

CBAPP administrators and the standing DEI Committee will respond to DEI-relevant issues that may arise within the college. Consultation will be initiated with relevant University administrators and offices as needed about how to address DEI-relevant issues when they occur. The following objectives and deliverable will promote the response procedures.

- x **OBJECTIVE 3.1:** Establish and implement procedures for responding to DEI infractions and other issues that may arise.
 - o **Deliverables:** Evidence of consultation with the CSU Dominguez Hills Vice President and Chief Diversity, Equity, and Inclusion Officer to update (as needed) the college procedures.

- x **OBJECTIVE 3.2:** Respond appropriately to perceived infractions of the CBAPP DEI mission, charge, and goals.
 - o **Deliverables:** Evidence of keeping records by the appropriate administrators on consultation with the relevant University-level administrators and offices as needed.

*From DEI definitions promoted by CSU San Bernardino.