
1)

The president will charge the President's Commission on Diversity to gather best practices regarding diversity engagement and inclusive excellence and engage the campus in providing feedback regarding this function and possible organizational structure. Upon final determination by the cabinet, appropriate funding, structure, staffing and programming will be implemented. The outcome will form the basis for a cohesive plan regarding diversity engagement and inclusive excellence.

CC-1: Create the Office of Diversity Engagement and Inclusive Excellence to be located in Tower Hall and led by a Vice President of Diversity Engagement and Inclusive Excellence who reports directly to the President and is a member of the President's Cabinet.

Completed

FAS-5: Provide handbooks and links to all administrators, faculty, staff that utilize exercises about the practice of “Recognizing and Interrupting Prejudice” in a variety of campus settings, such as housing, classrooms, and general socialization.	In-progress
FAS-7: Ensure that all administrators have demonstrated knowledge, skill and experience working with diverse populations.	Continuous
2) The president will charge the President's Commission on Diversity to implement a Campus Climate Survey, review the Diversity Master Plan, and provide recommendations to the President. Composition and charge of the PCD will be reconsidered.	
CC-2: Update and implement the Diversity Master Plan.	Continuous
CC-5: Reactivate the Campus Climate Committee that is linked to the Office of the President and formalized through Academic Senate policy.	Completed

CC-7: Conduct a Campus Climate Study/Assessment (with actual experience-based climate items and behavioral outcome items via surveys and focus groups) every other year, the results of which are immediately and widely publicized to faculty, staff, administrators and

CC-9: Undertake a study to determine why graduation

themed leadership retreats for students to facilitate the transition of first year and transfers students into the SJSU environment.	
8) Hire a highly experienced Vice President of Student Affairs with demonstrated experience in building and strengthening campus diversity programs	Completed
9) Faculty Affairs and HR will develop a recruitment protocol that ensures diverse applicant pools during the recruitment process.	
FAS-3: Commit to the aggressive recruitment of female faculty and faculty of color; and commit to their retention, promotion and tenure.	In-progress
FAS-6: Ensure that faculty, administrator and staff recruitment and hiring reflect the diversity of the campus and Santa Clara County.	In-progress
RES-10: Ensure that Residential Advisors reflect the diversity of the campus.	In-progress
10) A university task force of students, faculty and staff will be formed to review all aspects of first year, transfer and graduate student orientations.	
Frosh-1: Include explicit and substantial programming about race, along with issues impacting all constitutionally-protected groups, in first year orientation.	Continuous
Frosh-2: Establish a sliding scale and/or fee waiver for first year orientation.	Completed
Frosh-3: Appoint a committee of faculty, staff, administrators, and students to reassess first year and transfer orientation. Invite Special Task Force members to join that committee.	Completed
11) Housing administrators will create a protocol for making visits to common areas for the purpose of observing displays and activities.	

RES-1: Ensure that RA're f 534 Q 12 12.2 1 [(,8 Tj ET Q2

RPP-4: Ensure that the University's response to bias-based misconduct is as immediate as it is for other forms of misconduct.

Continuous

RPP-8: Develop a coordinated campus response matrix

