

' † f - ‡ ' • ... - < ' • - ‡ • •

---

## Contents

íW K((] } ( ]À Œ•]šÇ Æv øø øμ•W íñlíò &} μ• š}

ð Z • Œ Z  
ñ ]À Œ•]šÇ  
ò & μošÇ  
ó ^šμ vš >  
ô s] WŒ •  
õ & μošÇ  
îì ^šμ vš K  
íí ,}μ•]vP W  
íî ,}μ•]vP ^  
íï ,}μ•]vP ^  
íð ,}μ•]vP Z  
íñ ,}μ•]vP  
íò ,}μ•]vP  
íó dZ u ,}  
íô Z %}Œš]  
íõ Z •%}v•  
îì ^ vš o C  
ííW }u%Œ  
íî K% v &}C

1: Office of Diversity and Inclusive Excellence: 15/16 Focus to take it to the next level

University Action Plan	Related Task Force Recommendation(s)
<p>7KH SUHVLGHQW &amp; ZLOO QURFDDH JWKH 21(QFBJRPHLQWUDQWQDQW RQW RHE H[FHCFDWHG WKH 3UHVLGHQW 7RZHRPPDQQDQG OHG E\ D 9LFH 3UDQGG, QDQXVILYLH H[FVLOWH(Q RQ 'LYHUVLW\ WRZKDWKSRJWLVGWHG WOLWB WKPEBHDWVWLVWDEBQH WLDQG ZKR\ SUDFWLHV UHJDUGSQQVLEYLWLVW\ WKH DVFBRFRQEDHVGZRQDORXDODQL LQ HQJDJHPPHQW DQG &amp; LQDFOLVLYH H[FHOHQFH DQG HQJDPFRWLVH \HDUV FDPSXV LQ SURYLGLQRYLGH VXIILFWKHQW IIXLQELRQJ' LRYHOWLDQGGQDFJXPVLYH IHGEDFN UHJDUGHQOWKEM DV GHVFULEHG LQ WKHDQXDFRSPHQDQGLSRQVRI ' IXQFWLRQ DQG SRVLEFORH SRUDWH DFDWRHGGSLYHRUWLVSHRQVDELDQWKLHMRIH RUJDQL]DWLRQDQWVWV 9LFKL3UHVLG 8SRQ ILQDO GHWHUPLQDQW LQDQW LPS 0]m@ WKH FDELQHW DSSURSULDWH IXQGLQJ VWUXFWXUH VWDIILQJ DQG SURJUDPPLQJ ZLOO EH LPSOHPPHQWHG 7KH RXWFRPH ZLOO IRUP WKH EDVLV IRU D FRKHVLYH SODQ UHJDUGLQJ GLYHUVLW\ HQJDJHPPHQW DQG LQFOXVLYH H[FHOHQFH</p>	

o μ P š l š v o Ç • š W

x dZ (μv ]vP v OE •}k OE Á]ϕ(o šZ u ]vš Zv šZšZOEuP o u % μ •  
% OE } μ OE š } o • q μ % Z % } OE š ] • ] } v • X

## 2 Campus Climate Survey: 15/16 Focus to take it to the next level

7KH SUHVLGHQW Z	3UHVLGHQW V & R	'LYHUVLW\ WR LP	&DPSXV &OLPDWH	UHYLHZ WKH 'LYH	3ODQ DQG SURYL	UHFRRPHQGDWLRQ	3UHVLGHQW &RPS	FKDUJH RI WKH 3	UHFRQVLGHUHG
-----------------	-----------------	-----------------	----------------	-----------------	----------------	----------------	----------------	-----------------	--------------

Campus Lead(s): President's Commission on Diversity (PCD)

Work Completed By December 2015:

- x dZ %μ CE %Z •CEP v}u% • }š} ( v š Z W Á • CE À ] • X
- x dZ W CE À ] š š š Z } ( Z ] š u ] v š Z ] À X CE ] š Ç D • š CE Wo
- x t } CE I ] v P Á ] š Z š Z K ( ( ] ( / v • š ] š μ š ] } μ • ~ ( ( • š ] š Z v CE • μ o š o Ç š Á } % CE À u } μ • o ] u š ^ μ CE À Ç • - Z i à v v i i } u % CE Á ] š Z z } š Z CE X
- x dZ u % μ • o ] u š • μ CE À Ç • } CE š CE ] μ Á U • v š š v ( v μ o š Ç U • š ( • š μ v š • U v u ] v ] • š CE š } CE • ] v D CE Z i i i ñ X
- x dZ u % μ • o ] u š • μ CE À Ç Á ( } CE ] μ o š Ç ] š š } CE • U u v • š μ v š • š š Z v } ( š Z • š • CE CE ] v Z CE ( } CE v o o CE CE } μ % • ( CE • μ CE % • • š Z } • } ( š Z % CE À ] } μ • š Á } • μ CE À Ç • X
- x š u v o Ç Ì š Z P Z š } μ š Z š CE } μ • μ u u CE v d Z ( Ç o CE i i š X • μ u u CE Ç CE % } CE š U • μ ] u U CE Ç % AE š • v š š Á š • š ] š o } K d Z CE • μ o š Á CE CE À ] Á Ç š Z W CE ] v ] š v š [ • } u u ] • CE ] ] š Ç v ] Á š Z v • Z CE Á ] š Z š Z u % μ • X

Remaining Work:

- x / v ^ % CE ] v P i i i ò U š Z u W } CE ] } v š [ ] Á CE • ] š Ç Á % CE } o • • } ( v P P ] v P š Z u % μ } μ ] š š Z o } P u % μ • o ] u • š o š μ CE V À Ç š CE CE u ] v ] v P v AE š • š % š ] } v ] š u • X

### 3 Availability and Recognition of Past Studies: Completed

5HOHYDQWVPDXFKU&Z 'U\*LYH IRUPDO 8QQYWLRIQWW RHFKH JEAR3URG EUMBNLQXVDRUN  
0XUUD\ V VWXG\ ZLQXQJEDH IRGFQXGHHG 85DHPVSDW & DLPDWH  
DV DGGLWLIRQDQDOPD W/KH  
XQLYHUVLWV\VZ BEVHWM DV  
LW LV GHYHORSHG 6SHFLDO  
UHFRJQLWHLRIQY BQQWRE 'U  
0XUUD\ DQG 'U +DOXDODQL

4 Research on URM Student Success:15/16 Focus to take it to the next level

7KH XQLYHUVLW\ ZLOO FRQGXFW

x

ô





5 Diversity Curriculum: 15/16 Focus to

## 6 Faculty Development: Being sustained long term

7KH &HQWHU IRU )	DXOWHTXLUH WKH &HQWHU IRU )	DFXOWU DLYHQB SDPHQWW WRK IS
'HYHORS PHQW ZLO	OXEHV KIBUJHLY LQV SHFWRXQ WHK B	QXMDX QGRIRF WDOG LDCJR WKH V
WR GHYHORS DQG	B/KBYL GHYHWDYHQV WXGHQWV EULQJHLQ	WURDWIKH LFO/DNRUJ RIRB DGL
GHVFULEHG LQ WK	GLYHUVH VWXGHQWV	
UHFRRPHQGDWLRQ)	\$6 3URYLGH ZRUNV KRISW HDQ G	OWU DRUQLDQ XORWL QWHHJLQDQ H
	GLYHUVLWR DVFXHXU HQVDCGV	FQDQWRQ VVLJQPH

Campus Lead(s): Center for Faculty Development (CFD)

Work Completed By December 2015:

x dZ vš CE (}CE & μšÇ~ &Á•oZ%u}v }CE%w}CE}šCEro}wÁ ••}]v  
 vš]šo ^ CE š]vP •%CE]š(Puovd Z Z]vP }uu}vP]š]v\_P]vš} ]š•  
 }CE] vš š]}v %CE}PCE uš(CECElv(Á μšo šQCE š šZ]CEPCE••]vš vš•X /š  
 }(( CE• (}oo}Árμ%o ••}]v• šZCE}μPZ}μš šZ • u •š CE X  
 x dZ & Z • CE š •%o ] šv /Z ííí ÁZ] Z}u}v}šCE]š•o CE ]vP  
 CE U }oo }CE š]Á`Á)DEŠ)•%@ }u%o μš CEÀ0VFX%CE]vš

x

## 7 Student Leadership Retreats: 15/16 Focus to take it to the next level

6WXGHQW OHDGHU LQFOXGLQJ /HDGH ZLOO EH H[SDQGH DXJPHQWHG WR H RWKHU GLYHUVLW DUH LQFOXGHG	U&LS &RQWUHQW/H SDULVSLFRSDWLRQ &Q &RPSYHQDGH QXWLUHQUDFKHHD HWKHBRQVHRSLV	WV KD W ZRHOVWUW LQ WKH SURJUDP DOJ RQGHHQW D V WV RQV W KHHPHGD V W D I Q W U W W V W R W K H 6
--	--	---

Campus Lead(s): African American and Latino/a & Chicano/a Student Success Task Forces; Student Academic Success Services

Work Completed By December 2015:

- x dZ Z] v>|> š]v> ^šµ•vč •\µ}CE Z •šŒ•Z]š%oCE šCE š D CE Z D CE Z ôU îîñX
  - o dZ u ]v u%oZ •]• } (Áš Z šŒ šš •šµ Ávš} ó]o cŒP} I š} šZ ]CE %o CE P CE}µ%o Rv •Z ÁŒo olv}Á cŒ švš•Œµ vš •šµ vš CEµvU }vP}}vŒ %dŒ}ŒŒ šŒŒ]všP%o}Œ} Ášµ vš]o š} Œ] P šZ P %o š ÁšµŒ šŒZ•]Œ( µo šZ ]Œš}šÇXu]/š]• š šZ ( )µv š]}v ( )CE CE š]vŒ v švš}ŒŒ} P CE u•v š Á}ŒŒ%o}Œ š Á v •šµ vš•X ^šµ vš• CE ]À ]v{ }ŒÀ]š}v v }µš •µ Œ•}µŒ • š} •µ%o%o}Œ š šZ ]CE %o•Ç Z}o}P] o • o(X
- x dZ (Œ] v u Œ] v ^šµd vš(ŒŒ Z ŒŒµ šŒŒ šŒŒ ŒŒŒ U îîñX
  - o Some topics that were explored in the retreat were:
    - f Managing your emotional health
    - f Organizing for student activism and the fight for social justice
    - f Fostering an environment conducive

x dZ hv]À CE•]šÇ Z • b v]À• ài d] % o CE•Z]V% }À CE•} U ÁZ] Z  
Á]oo CEµv (}CE šZ CE[|]OP•šišñX ]š ↑% v CE•CE P]P• ÁZ] Z Æ%  
}v šZ }vš vš ]v šZ d> Ç CE•Z]P% š•X K>CE] vōš P]š v•U CE•U  
Z •] vš À]•}CE•U wš}šZ CECE•šµCE v ]µCE] oP X š}

Plan for Ongoing Sustainability:

dZ vvµ o > CE•Z] % Z šCE š ~>d• Áš oφ( }CE•]Xµ dZ ZCE Á]Pž ^šµ  
vvµ ooÇ š} u l •µCE ]•šCE o}Ášvšš v zu%CE šCEµož v CE •}µCE • Á  
À oµ š š} • ](•(Z P] o u}CE } (š v }CE]š} o (} µ] CE šCE š• •µ Z  
P v CE •% ](] }CE P]Z}µCE•(]vdžÇ Z] v>|> š]v>



## 9 Faculty and Staff Recruitment: Being sustained long term

%RWK )DFXOW\ \$I	D\$6V 0RQPEW	WR WKH DJJUHVVLYH UHFXLWLRPHQV	RUIHPDGH
ZLOO GHYHORS D	UFRPXLWV WIRQWKHLU	UHWHQWLRQ SURPRWLRQ DQG	WHQXUH
SURWRFRQ WKDW	H\$6/XU(6VXGJHY MUKDHW	IDFXOW\ DGPLQKLVWUQJWRHUI DQF	WVWJHI GJL
DSSOLFDQW SRRC	VRG WUKHQFDVPSXV	DQG 6DQWD &ODUD &RXQW\	
UHFUXLWPHQW SU	5F6I VV(QVXUH	WKDW 5HVLGHQWLDO \$GDPXUVV	UHIC HFW WKH

Campus Lead(s): AVP for Faculty Affairs (FA), AVP

# 10 Student Orientation Programs: Being sustained long term

\$ XQLYHUVLW\ WD	VNRKIFQFKGH H[SOWEIDV	SOBJVXEPVW DQZD ERKX WVD	FM DORQ
VWXGHQWV IDFXO	WRSDCFV MOWD DIOZL	ORVCFWLVGX JLLRXSVDQMS	ORVK 2ULHQ
EH IRUPHG WR UH	YLRZV DQOV D E S H F W D	VOIHGL QD LWF DQ HR DQ	ORVK 2ULHQW
RI IURVK WUDQVI	HUFDVKS SJSDIQVD	VHFRPP WDMH D RP LQ	EXXGVW DWR UWR DQ
VWXGHQW RULHQW	DWLFHQWD WLRQ DQGL	RQDQQYH W 12	LSHFV DQ DQW DWR
	FRPPLWWHH		

Campus Lead(s): Student Affairs, Academic Affairs

Work Completed By December 2015:

x



## 11 Housing

12 Housing Staffing Ratios: 15/16 Focus to take it to the

### 13 Housing Staff Training: Completed

+RXVLQJ DGPLQLV	5 U6D W (QW X Z BOW) KDW 5HVLG HQW LDO / LFM VZW V K Z W R C P H R Q W V I U H T
GHYHORS D SURS	R V L D C F O R K G L Q J E X W T O R V D U O H L P D Z V D H G I W R R D S S I G H V S H Q V E M L L Y H G D Q G R U
FRPSUHKHQVLYH	J H G H G W Q W L H D O U D L F I H D O L G H Q W L W L H V R I W K H U H V L G H Q W V
VWDII WUDLQLQJ	W K D W ( D X V J P U H Q W W K D W D H O V W S H V I W G U H D L Q L D D W / L G Q F O X G V L R C S O D E R X
H[LVWLQJ WUDLQL	S J Z M W G L V S H F L D I E D Q G D E B W X I W K P R E Z R U D R Q P H B D W L H Q D Z K I H F O K Y V W X G H
WRSLFV HWKQFLD	G M L H D N X S Z L W K R W W R I Q D D Q R S I H G I W X W D E L X V K G W W R W D H I F R L J Q L J H
LQFOXGLQJ EXW	Q R R V Q U R I Y M H B R D B D Q G H M K O P L W R S R U W E H Q W H Q D L K R Q W H Q W I R U V W X
UDFH HWKQLFLW	5 \$ U H M ( Q G L X F U H D V Q G D W 5 H V L G H Q W L D O \$ G M W H R Q W E R I E Y X O W D Q U D I
KDWH	K L V W R U \ R I U D F K L Q G S P I O D W F L R Q H W W R I N Q G F I X O W H C D D V O L B E O D W L R
	V H [ X D O R U L H Q W D W H L U R D Q U J H O W D L V R C F R Y G L V D E I T O L W \ D Q G
	5 ( 6 ( Q V X U H W K D W D O O H 5 G H B R G V S U S W B G D Q G Z H O S G J U H H Q R H
	Z R U N L Q J Z L W K G L Y H U V H V W X G H Q W V

Campus Lead(s): Associate Director, Residence Life

Work Completed By December 2015:

x

# 14 Housing Roommate Agreements: Completed

+RXVLQJ DGPLQLV FUHDWH D SURFH VXSHUYLVRU\ UHY URRPPDWH DQG V DJUHHPHQWV	WU6W5RHTXZUEO5HVLGHQWLD0 /LIH VWFDAVWRWF0GHHQXMO DJ UHFHJFX VVKVRKDWO\HQWKHUH WKLHQHJG HDQEG QWVRLEZPHSGZLDWKH QWIXRCH QWV LI LQZ\ RTX M W W GRQ W QVH RG FVHDUDQLFADWLQRJ XQXVXDO XLWHPDWH
--	--

Campus Lead(s): Associate Director, Residence Life

Work Completed By December 2015:

x /uu ] š oÇ (}oo}Á]wß §Z &]vq îîïU %%µGE}}v•%oÁ • š} v•µCE

# 15 Housing Diversity Programming: Completed

+RXVLQJ DGPLQLV	W UGDWRHUTXZUEODOO	VWLXGHEWLVGZHQFF	SBKWDIQQHQ	WRYSHD	UWUWFL
GHYHORS SURJUD	PSUIRJJU D PIRILGHQW	ZKLLFKWOD FHL VFXV	SM BV DQBQ	VZILQ	JK DLOO
VWXGHQWV IRFXV	HGR QSYWFLWIXV	DLCQDROO\ SURWHFWHG	JURXSV		
GLYHUVLW\ LQFO	XG BQJ (CFFR-X D DGH	VWXGEGVWVWLHV	GRRJ	SJDUWLVKSDWS	SIURP SWRJ
HWKQLFLW\ ZLWK	GIQYHLFVILPWHQDVS	URHFLDWLRQ	DQG FURVV	FXOWXUDO	H[FKDQJH
SDUWLFLLSDWLRQ					

Campus Lead(s): Associate Director, Residence Life

## Work Completed By December 2015:

- x /v îîîî t îîîđ U Z •] v š] o >]( %œ • uš• W i ò ð ]À œ•]šÇ %œ }  
o ò í %œ %œ ] š]vP ]À œ•]šÇ %œ }Pœ u•  
o î ò ò u μ o š] μ o š μ œ o }u %œ š v %œ }Pœ u•  
o ó • %œ ]œ ]š μ o Á œ v •• %œ }Pœ u•
- x ,}μ•]vPrÁ] v v μ o %œ }Pœ u• š Z š (}μ p š μ œ vo ]À œ œ • y š Ç U œ  
•} ] o i μ • š] Á œ %œ }œ }œ š Ź • %œ • v š }š W, Á š ,}} u E, œ U  
>}À } • E }š ]• œ ]œ ]v • š } v U A E • %œ I œ v œ š Z o • U ] o œ U o o Ç  
W œ }i š U š X
- x hv]À œ •]šÇ ,}μ•]vP ^ œ À ] • u }À (œ } Ź • ] %œ }œ ]Pœ uu]vP u}  
μ œ œ ] Á Ź μ Ź ]• • š %œ š] œ }•• š Z v š ]}vX  
o Z •] v š] o μ œ œ ] μ o μ u μ š ]}v o Wo Ç Á V R a F u ð R à i q ð ð € o





## 17 Themed Housing: Completed





20 Santa Clara County Hate Free Community MOU: Not Applicable

## 21: Comprehensive Policy: 15/16 Focus to take it to the next level

,Q FRQVLGHUDWLRQ ([HFXWLYH 2UGHU \$FDGHPLF 6HQDW 3UHVLGHQWLDO 'L RWKHU GHSDUWPH XQLYHUVLW\ ZLOO FRPSUHKHQVLYH FRYHUV ELDV GLV KDWH YLROHQFH	3RI 568 XLUH WKH 6HQW OHDG YLHZ DQG EXOHLRJ GRUWV WUPEXUQ VWKHS DOLFLXDV WR PH DQG EXOHLRJ GRUWV WUPEXUQ VWKHS DOLFLXDV WR PH DQG EXOHLRJ GRUWV WUPEXUQ VWKHS DOLFLXDV WR PH
---	---

Campus Lead(s): President's Office, Academic Senate

Work Completed By December 2015:

x œ ( œ œ o Á • • v š š } š Z u ] ^ w š [ ( ( / ) œ š œ œ œ } š ] } Å € p ð ð

