

COLLEGE OF VETERINARY MEDICINE AND BIOMEDICAL SCIENCES (CVMBS)

2018-19

CVMBS will implement plans to address two goals as part of the CSU Blueprint during the next academic year. These goals focus on assessing the climate of CVMBS as well as creating awareness and increasing the utilization of existing Diversity & Inclusion resources for faculty, staff, and students.

CVMBS Goal 1: Assess the climate of CVMBS faculty, staff, and students

Goal defined: There is a need to assess the current climate within the unit to identify areas of strengths and weaknesses. With the support from the CVMBS leadership, we will work towards enhancing the identifiable participation from CVMBS from surveys in order to determine the needs for creating a cultivated and inclusive institutional climate.

Related to CSU Goal 4: Cultivate an inclusive institutional climate

Analysis

- The CSU Campus Climate Survey provided limited information regarding our unit climate due to lack of participants self-identifying themselves as part of CVMBS. Although some information can be inferred from the general results of the campus wide survey, the unique nature of our unit, which includes undergraduate through professional students as well as faculty and staff involved in education, research and clinical services, requires targeted investigation.
- An internal CVMBS Climate Survey would capture the needs required to support or modify the attributes of current climate of inclusiveness in the classroom and workplace in the different departments within CVMBS.

Design

- Develop 5 CVMBS focused questions about climate and culture of support of faculty, staff, and students related to equity and inclusive excellence. This will be accomplished by the dean's office, unit leadership, and the CVMBS Diversity and Inclusion Task Force. Gather such data through the CSU Campus Climate Survey as a measure of receiving immediate information.
- Create an internal CVMBS Climate Survey to address special environmental factors affecting Diversity & Inclusion within the unit.

Implementation

- Within the CSU/CVMBS Climate Survey period, provide incentives within CVMBS to increase participation rate.
- The internal CVMBS Climate Survey will be implemented through face-to-face campaigning with guidance from the CVMBS Survey Task Force. This task force includes members from the CVMBS Health and Wellness Task Force, Diversity & Inclusion Task Force, Human Resources, and the Program Effectiveness Management.

Evaluation

- Data gathered from the survey as well as participation count will provide information on future strategies to improve the climate of equity and inclusiveness.
- Success of the survey campaign will be measured by the generation of specific short-term and long-term areas of focus towards modifying or supporting current climate conditions. We recognize that action items must be generated from this information gathering exercise for the advancement of our program and for incentivizing faculty, staff, and students to invest their interest in these efforts.

CVMBS Goal 2: Create awareness and increase utilization of existing Diversity & Inclusion resources

Goal defined: To date, faculty, staff, and especially students are not completely aware of university-wide events related to Diversity & Inclusion. With the direct distribution of information about events as well as the work of the CVMBS Diversity & Inclusion Task Force, we hope to increase cultural competency of all faculty, staff, and students.

Related to CSU Goal 3: Develop cultural competency of all faculty, staff, and students

Analysis

- Identify campus and extramural resources for students, faculty, and staff related to Diversity & Inclusion and inclusive pedagogy.
- Investigate requirements to establish the Diversity & Inclusion Task Force as a standing committee.

Design

- Create short target materials to distribute and present to faculty, staff, and students.
 - Examples of items that this material will include are: a definition of diversity and inclusion, an introduction of the CVMBS Diversity & Inclusion Task Force, and exposure to campus resources for creating inclusive environments and pedagogy.
- Create a summary of the work of the Diversity & Inclusion Task Force in order to submit a request for a standing committee status to Dr. Dean Stetter.

Implementation

- Forward the VPD newsletter to faculty, staff, and students to inform them about upcoming Diversity & Inclusion events at CSU.
- Work with VPD to implement inclusive pedagogy. Utilize resources provided by the Faculty Institute for Inclusive Excellence and TILT.
- Sponsor a Diversity & Inclusion related activity once a semester for faculty, staff, and students.
- Representatives from each department of the CVMBS Diversity and Inclusion Task Force will attend one faculty meeting per semester in their respective department (Biomedical Sciences; Clinical Sciences; Environmental and Radiological Health Sciences; Microbiology, Immunology, and Pathology) at minimum to disseminate Diversity & Inclusion information that can then be distributed from faculty to staff and students.
- Lobby for a faculty vote for the Diversity & Inclusion Task Force to become a College standing committee.

Evaluation

- Measure the participation and obtain feedback of faculty, staff, and students in campus Diversity & Inclusion opportunities possibly through Digital Measures, activity reports, and course evaluation forms.
- Success or failure to be voted in by faculty to become a standing committee in the college.

Future Direction

- Establish cultural competency as the foundation for future goals.
- 5-10-year plan: Educate and inform students, faculty, and staff on diversity and inclusion opportunities internally and externally in order to drive recruitment and retention of marginalized populations, cultivate an inclusive environment, curriculum, educational programs, research, and outreach programs.

