

**Strategic Task Force
End of Year Progress Report (June 2014)**

Task Force Name: Diversity Action Plan

Charge: Conduct a Campus-Wide Climate Survey

Committee Members: Lori Gentles (Chair), José Cruz, Phenicia McCullough, David Bowman, Carlos Navarro, Melba Castro, Joe Ferrer, Harry Norman, Valerie Orleans, Perrin Reid, Davida Hopkins-Parham, and Edward Sullivan

Meeting Dates: 10/08/2013, 11/07/2013, 11/19/2013, 12/03/2013, 12/10/2013, 01/07/2014, 01/21/2014, 02/04/2014, 02/20/2014, 03/06/2014, & 06/2/2014.

Summary of Work Performed: The Task Force met on eleven occasions during the 2013-14 AY (see meeting minutes attached). In its first meeting, the Task Force determined they would assess the campus climate and utilize results to identify and implement retention and engagement strategies to align with Strategic Goal 3 --to recruit and retain a high-quality and diverse faculty and staff. The Task Force drafted the climate survey scope of work, completed the RFP process and selected Rankin & Associates, Consulting to conduct the climate survey. Additionally, the Task Force developed focus groups, the survey instrument and the marketing & communication plan. The Task Force conducted the campus climate survey from March 12, 2014 through April 17, 2014.

Recommendations:

1. Implement recommended strategies that lead to more effective recruitments and improved retention of diverse faculty and staff based on the climate survey data.
2. Identify factors that attract employees to CSUF and factors that contribute to turnover and establish retention and engagement strategies.
3. Establish baseline/benchmark data for CSUF in order to measure success toward achievement of Strategic Plan Goal No 3 objectives.
4. Create campus diversity action plan based on the aggregated data from climate survey.
5. Design, develop and implement campus wide diversity program initiatives in collaboration with the President's Advisory Board.
6. Develop internal advisory committee on diversity issues to troubleshoot problems and identify solutions.
7. Study and review levels of tolerance and acceptance of under-represented employees, campus-wide training programs on cultural awareness and cross cultural communication.
8. Develop effective inter-cultural and social justice programs resulting in greater, student, faculty, and staff community engagement.

9. Engage and advise constituencies on multicultural issues and concerns.
10. Provide diversity training to faculty and staff.
11. Develop a plan to identify, strengthen, and support under-represented groups and enhance cultural competencies among students, faculty and staff.

Supporting Documents (Please Attach):

1. Task Force Agendas (October 2013 – March 2014)
2. Task Force Meeting Minutes (October 2013 – March 2014)
3. Campus Climate Goals & Scope of Work
4. FAQ