



CAL POLY

Bailey College of
Science & Mathematics

Inclusion and Equity Committee

Academic Year 2025–2026 Highlights



2025–2032 Strategic Direction

Mission and Vision

VISION

A diverse, equitable, accessible, and inclusive college culture for all members of our community

MISSION

Create a college culture that embodies our values of diversity, equity, inclusion, access and social justice by identifying and minimizing barriers to student, faculty, and staff success

GOAL 1: Recruit and Retain a Diverse Student, Staff, and Faculty Community

1.1: Increase our visibility university-wide.

1.2: Continue peer mentoring program for undergraduate students and explore expanding to graduate students

1.3: Create, maintain, and support mentoring/plans for early career faculty and staff

1.4: Support pathways for success for transfer students, such as early integration into research, incoming summer experiences, etc.

1.5: Schedule bi-annual staff luncheons for members of the administrative and instructional support staff.

1.6: Improve onboarding of new faculty - support, sharing information about college-level initiatives, funding opportunities, etc.

GOAL 2: Develop and Sustain Inclusive and Equitable Programs, Policies and Practices

2.1: Continuously review and advocate for improving college policies such as RPT process, hiring practices, family leave policy implementation, course evaluations.

2.2: Examine disparities in access across student groups in opportunities (classes, labs, field trips, internships, physical access to learning spaces, etc.) and outcomes (retention, graduation, GPA, etc.) and promote and support initiatives to remove them.

2.3: Communicate with departments to promote and support department-level endeavors advancing our mission.

GOAL 3: Encourage and Support Student, Faculty and Staff Professional Development

3.1: Continue and expand the Bailey College Inclusion and Equity Fund.

3.2: Improve awareness of activities, events, and programs receiving support from the Bailey College Inclusion and Equity Fund.

3.3: Work with the associate dean for student success, inclusive excellence, and curriculum to identify possible collaborations with the faculty and staff associations, Student Development and Belonging, Center for Teaching Learning and Technology, and other campus partners that can support professional development.

GOAL 4: Enhance Communication and Networking to Internal and External Audiences

4.1: Create an email newsletter from the inclusion and equity committee addressed to faculty, staff and students and send it at least annually.

4.2: Work with the college communications team to make sure activities in the strategic direction are included in college publications and social media posts (e.g., Intersections, Undergraduate Research, department newsletters, etc.).

4.3: Provide college materials in more than one language when possible.

College and Department Highlights

College I&E Committee (1 of 2)

Membership



Nine faculty from all departments, six student representatives, two staff

2025-2026 Priorities



Four subcommittees were organized to finalize metrics and timelines for the Inclusion and Equity 2025-2032 strategic initiatives



Departmental focus was on hiring and meeting accessibility requirements for online course materials.

College I&E Committee (2 of 2)

2025-2026 Members

Staff/Student	Department
Camille O'Bryant	Dean's Office
Joyce Lin	Dean's Office
Bre Evans	Physics
Lauren Honold	Biological Sciences
Rihanna Duri	Kinesiology and Public Health
Amelia Bach	Biological Sciences
Gaurav Mandel	Kinesiology and Public Health
Arushi Mittal	Biological Sciences
Jade Gehrts	Statistics

Faculty	Department
Julia Alber	Kinesiology and Public Health
Gita Kolluru	Biological Sciences
Efrain Brito	School of Education
Daniel Cruz	Mathematics
Ashley McDonald	Chemistry and Biochemistry
David Mitchell	Liberal Studies and Physics
Julia Schedler	Statistics
Nisa Morey	Chemistry and Biochemistry
Jeanine Scaramozzino	Library

College Updates (1 of 2)



WEBSITE UPDATE

New website, including current logo, mission, vision, goals and committee members



INCLUSION AND EQUITY FUND

30 events/projects funded with \$29,610.12 awarded



2025-2032 INCLUSION AND EQUITY STRATEGIC INITIATIVES

Finalized this; setting the stage for making progress on action items.



AANHPI INITIATIVES

Center for Institutional Excellence has provided the Bailey College with funds to support AANHPI initiatives for upcoming academic year.

College Updates (2 of 2)



TRANSFER CAREER FAIR

Bailey College sponsored the transfer career fair networking mixer held early in the school year.



FROST SUMMER UNDERGRADUATE RESEARCH SUPPORT

Twenty high-need students were provided additional funding to support summer research through donor support.



BEACoN RESEARCH SCHOLARS

10 additional BEACoN Research scholars were supported by the Bailey Undergraduate Research Fund.



GLOBAL SERVICE TRIPS: CAPE TOWN

Bailey College supported scholarships for students with financial need to partake in this high impact practice.

Department Updates (1 of 3)

BIOLOGICAL SCIENCES



Valentine's day Social Hour in Fisher Science Museum; All gender restroom modification in Fisher (bldg 33) completed; Quarterly social hours continued with Earth Day social hour; Logo is on stickers; Plan to assess lab spaces for accessibility.

CHEMISTRY AND BIOCHEMISTRY



Program review charged department with designing and conducting annual survey of students and faculty to assess department climate; New student org: Coalition of Marginalized Students in STEM; Held accessibility workshops

KINESIOLOGY AND PUBLIC HEALTH



Held accessibility workshops; Expanding service learning within courses (e.g., KINE 3307, senior project); National Public Health Week held 4 different events partnering with community and campus partners (e.g., Craft Center to promote mindfulness, Health Equity Fair)

Department Updates (2 of 3)

MATHEMATICS



Fall 2025 participated in university initiatives (e.g., United by Excellence and Parent's weekend); Hosted the yearly MathCounts competition

PHYSICS



Completed our Goal Board for department DEI committee, modeled after the Action Plan; Will accomplish one task before the year ends; Annual in-house pedagogy colloquium to begin.

SCHOOL OF EDUCATION



Updated course materials in Canvas to meet the accessibility requirements.

Department Updates (3 of 3)



STATISTICS

Reporting on our faculty retreat activities/team building consultant
(<https://sites.google.com/kleveilleent.com/encoreforward/about-us?authuser=0>)



STUDENT SERVICES

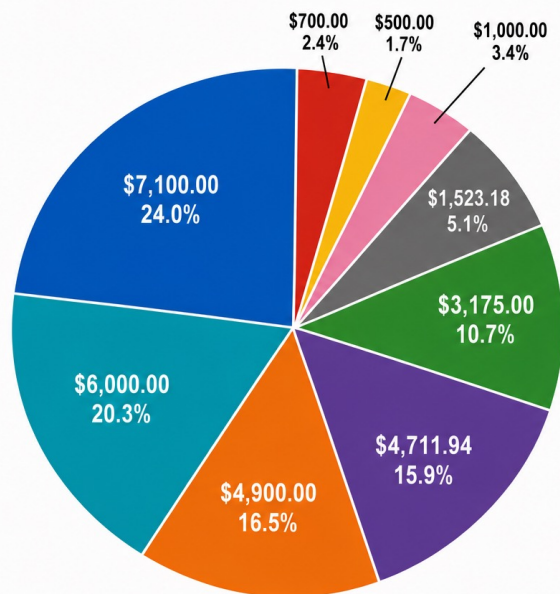
Completed strategic direction with vision, mission, goals and action items embedded in values of inclusion, equity, and cultural humility

Inclusion and Equity Fund

Origin of Proposer

Award Breakdown

Total: \$29,610.12



Award Breakdown	Total	% of Total
Student Club	\$7,100.00	24.0%
SOE	\$6,000.00	20.3%
PHYSICS	\$4,900.00	16.5%
KPH	\$4,711.94	15.9%
MATH	\$3,175.00	10.7%
STAT	\$1,523.18	5.1%
Center for Health Research	\$1,000.00	3.4%
BIO	\$700.00	2.4%
Student Services	\$500.00	1.7%

Academic Year	Amount Awarded
2019-2020	\$9,500.00
2020-2021	\$14,272.50
2021-2022	\$22,918.80
2022-2023	\$16,745.00
2023-2024	\$31,708.52
2024-2025	\$30,154.00
2025-2026	\$29,610.12

ACADEMIC YEAR 2026-2027

- Dr. Joni Roberts will be joining Spring 2027 as the Dean's Office Faculty Fellow for Diversity.
- Focus will be on making progress on the goals and action items in the strategic initiatives.
- Bailey College Inclusion and Equity Fund will be redistributed to help support all departments in making progress on initiatives.
- Explore gaps and options for support for AANHPI students in the Bailey College.

