College of Engineering 5-Year Diversity, Equity and Inclusion SMART Goals (2020-2025)

The College Diversity Equity Inclusion (DEI) committee identified three guiding top-level SMART (Specific Measurable Attainable Relevant Timely) goals to provide opportunity, advancement and a nurturing climate for ALL faculty, staff and students in the College of Engineering (CoE).

> **Goal #1**: Improve gender and ethnic diversity in faculty to reflect diversity in student population *(Women faculty in 2019:12.5% to Women faculty in 2025: 18%)*
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> **Goal #2**: Leverage the HSI status of the San Diego State University campus to create a pathway for students from Under Represented Minority (URM) backgrounds to enter graduate programs *(2025: Women- 32%, Latinex 22%, African American 1.5%, Native American 0.5)*
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> **Goal #3**: Strengthen and sustain a climate to promote and nurture the growth and inclusion of students, faculty, and staff of the College of Engineering *(2019: 50% members feeling "valued"; 2025: 75% feeling "valued")*

Rationale behind selecting the three particular goals:

The University's Division of Diversity and Inclusion (DDI) led by Dr. Jennifer Imazeki conducted a College specific survey in November 2019. About 50% of faculty members responded to the survey. The areas and issues that deserved the most attention became obvious from the analysis of the survey data. The DEI committee selected the top three issues that an overwhelming majority of our College employees wanted to be ameliorated, in the form of the three SMART goals.

Implementation Plan:

By November 2020, each department is required to have their DEI committee, preferably Chaired by their representative to the College DEI Committee. Each department will adopt and commit to their individual plan and strategies to move the three SMART goals forward using the College's Diversity Plan as a guideline. Few of the strategies for each SMART goal is listed in the table below. Each strategy adopted will clearly indicate the resources required, personnel responsible and assessment plan. The College DEI committee will annually submit a report of the above to the Dean and the University DDI Council.

SMART Goal Implementation Strategies:

Strategy#	Goal 1	Goal 2	Goal 3
1	Use Building on Inclusive Excellence (BIE) Criteria	Create Awareness of Graduate school (talks, presentations)	Establish standing College Diversity Committee
2	Inclusion Representatives	Build Self-Efficacy in STEM (summer workshops, research)	Faculty and Staff Recognition (awards, felicitations for services and accomplishments
3	Implicit Bias Training	Facilitate in-person, hands-on college experiences (College tours)	Building a Collegial and Inclusive Dept/College (Potluck dinners, Coffee hours, Padres Night)
4	Improve Pool Proportionality	Key Players: MESA, NSBE, SHPE, CESC, WE, NASA	