

Memorandum of Understanding between  
The City of San Luis Obispo and  
Office of University Diversity & Inclusion,  
California Polytechnic State University, San Luis Obispo

This Memorandum of Understanding (MOU) is entered into on \_\_\_\_\_ by and between the Office of University Diversity and Inclusion (OUDI) at California Polytechnic State University, San Luis Obispo (Cal Poly) and the City of San Luis Obispo (City). This memorandum is made for the purpose of memorializing the intent of the parties to engage in a relationship to foster Diversity, Equity, and Inclusion (DEI) partnerships and initiatives for members of the Cal Poly campus and San Luis Obispo communities.

Recitals

WHEREAS, in 2020 City Council passed a resolution approving the creation of the Diversity, Equity, and Inclusion Task Force (DEI-TF) which included in its charge to provide insight on advancing DEI in San Luis Obispo and the support and implementation of \$150,000 in DEI high-impact grants. Council accepted the DEI-TF recommendations on January 12, 2021, which included the recommendation to leverage partnerships with Cal Poly to enhance DEI programs in the community at large, and;

WHEREAS, the City adopted a Diversity, Equity, and Inclusion major city goal for fiscal years 2021-2023 which included a robust workplan, the creation of a DEI office, and an inaugural DEI manager position for the City. The workplan includes expanded collaboration with OUDI regarding the intersections of community and staff, faculty, and student experiences in the city of San Luis Obispo and on campus, and;

WHEREAS, Cal Poly adopted a diversity statement that includes the following statement: “we encourage our students, faculty, and staff to seek out opportunities to engage with others who are both similar and different from them, thereby increasing their capacity for knowledge, empathy, and conscious participation in local and global communities,” and;

WHEREAS, Cal Poly conducted a study of the Cal Poly Experience (“CPX”). The CPX report, issued in 2019, included a recommendation to engage with the San Luis Obispo community and identify three to five top strategies to create a more inclusive experience on campus and in the San Luis Obispo community, and;

WHEREAS, this MOU expands the partnership between OUDI and the City to contribute to programs and initiatives that foster a San Luis Obispo that is welcoming, inclusive, and equitable, and;

WHEREAS, the goal of the City and OUDI is to work towards options to achieve the vision that residents, students, and workers in San Luis Obispo have access to educational and leadership opportunities that foster a sense of belonging and success for all;

NOW, THEREFORE, OUDI AND THE CITY SEEK TO PURSUE THE FOLLOWING:

1. The City will seek to:
  - 1.1. Coordinate quarterly leadership meetings between the City DEI director and OUDI representative to develop and discuss current DEI initiatives.
  - 1.2. Provide the use of City facilities at a donated or reduced fee to Cal Poly when Cal Poly offers educational programs on topics related to DEI which are open to the community.
  - 1.3. Fund leadership opportunities for Cal Poly students to be engaged in City process and DEI initiatives via programs like the Community Academy and Sparks Fellow program.
  - 1.4. Discuss the sharing of anonymized, aggregate data as it pertains the diverse experiences of the local community and major DEI-centered City goals.
2. OUDI will seek to:
  - 2.1. Assign an OUDI student intern to engage with the City's Diversity Office on collaborative projects.
  - 2.2. Collaborate on opportunities for the City to engage in critical DEI programs, workshops, and education offered through Cal Poly.
  - 2.3. Assist in increasing the footprint of cultural art on campus and in the city of San Luis Obispo.
  - 2.4. Discuss the sharing of anonymized, aggregate data as it pertains to the experiences of marginalized and/or underrepresented students, staff, and faculty in the San Luis Obispo community.

This MOU is not a legally binding agreement and may not be construed as a commitment to perform by the City, Cal Poly, or OUDI. Either Party may, at any time, unilaterally terminate all participation in the matters stated herein and withdraw its acknowledgment and support of this MOU without any liability whatsoever to the other Party. Each Party is and will be solely liable for all its own fees, costs, and other expenses incurred in connection with this MOU and the matters encompassed herein.

CITY OF SAN LUIS OBISPO

CALIFORNIA POLYTECHNIC  
STATE UNIVERSITY, San Luis Obispo

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Mayor Erica A. Stewart

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Dr. Denise Isom, Interim Vice President of  
Diversity and Inclusion and Chief Diversity  
Officer

ATTEST

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Teresa Purrington, City Clerk