Progress Toward University Goals for Equity, Inclusion, and Diversity

Report to the Faculty Senate
February 13, 2014
Self-Study Charge
May 2011

• Articulate vision
• Broaden notion of diversity
• Recognize and build on successes
• Identify challenges and opportunities
• Recommend changes
• Articulate value of equity, inclusion, and diversity
• Recommend most important goals and metrics
Timeline

**Spring-Summer 2011:** Thinking group recommends process

**Fall 2011:** Self-study team begins self-study process

**Fall 2011-Winter 2012:** Discussion forums are held and research of promising practices is conducted

**Spring-Summer 2012:** Data is analyzed and report is drafted

**Fall 2012:** External review is conducted

**Winter 2013:** External review and self-study team final reports are completed

**Spring 2013:** Self-study results and recommendations presented to the Faculty Senate
Vision

Oregon State University is committed through continuous improvement to be a collaborative, inclusive and caring community that strives for equity and equal opportunity in everything we do; that creates a welcoming environment and enables success for people from all walks of life; and that shares common, fundamental values grounded in justice, civility and respect while looking to our diversity as a source of enrichment and strength.
<table>
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<th>Dimension</th>
<th>Overarching Goal</th>
<th>Key Objectives</th>
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| **1: Institutional and Individual Capacity** | A robust capacity to plan, implement, and evaluate comprehensive equity, inclusion, and diversity work                                                                                                                                                                                                                                           | 1. Establish Strategic Leadership Architecture  
• Create a senior-level advisory council to prioritize objectives, shape institutional strategies, and monitor progress  
• Charge council with recommending appropriate institutional leadership structures and approaches  
2. Increase Accountability and Monitor Progress  
• Increase commitment and accountability  
• Monitor progress  
• Recognize and reward successful efforts  
3. Build Human Capacity  
• Diversify the workforce at all levels  
• Initial focus on the professoriate |
| **2: Education, Scholarship, and Outreach** | The university’s education, scholarship, and outreach efforts incorporate equity, inclusion, and diversity content and perspectives                                                                                                                                                                                                         | 4. Enhance Curriculum and Co-curriculum  
• Incorporate the principles and practices of equity, inclusion, and diversity  
• Strengthen and expand the Difference, Power, and Discrimination program |
| **3: Access and Success**         | Equality in access and success for people of all backgrounds and abilities and a robust ability to address the needs of diverse communities                                                                                                                                                                                                          | 5. Pursue Universal Access  
• Develop and implement a comprehensive five-year plan to realize the goal of universally accessible physical and virtual university environments  
6. Enhance Student Success  
• Monitor, improve, and equalize student academic success rates across racial and ethnic identity groups |
| **4. University Climate and Sense of Community** | A climate of inclusion, collaboration, and care that appreciates and seeks diversity as a source of enrichment and strength, and is rooted in justice, civility, and respect                                                                                                                                 | 7. Assess University Climate  
• Regularly assess the university climate  
• Devise strategies to realize a climate of inclusion |
Leadership Council for Equity, Inclusion, and Diversity

Objective 1: Establish Strategic Leadership Architecture - Establish a strategic leadership structure for institutional equity, inclusion, and diversity through the creation of a senior-level advisory council to prioritize objectives, shape institutional strategies, and monitor progress; charge the council with recommending appropriate institutional leadership structures and approaches.

2013-14 Membership

• Susana Rivera-Mills, co-chair (Executive Associate Dean, College of Liberal Arts; Professor of Spanish Linguistics and Diversity Advancement)
• Angelo Gomez, co-chair (Executive Director of Equity and Inclusion)
• Brenda McComb (Dean, Graduate School)
• Eric Dickey (Administrative Support, Oregon Sea Grant Program)
• Kate Hunter-Zaworski (Associate Professor, Civil & Construction Engineering; Outgoing Past President, Faculty Senate)
• Kevin Gable (Professor, Chemistry; Immediate Past President, Faculty Senate)
• Larry Roper (Vice Provost, Student Affairs)
• Mohamed Elgarguri (ASOSU Director of Diversity Programs)
• Paul Doescher (Professor, Forest Ecosystems & Society)
• Rebecca Johnson (Vice President, OSU-Cascades)
• Rebecca Warner (Senior Vice Provost, Academic Affairs)
• Scott Reed (Vice Provost, University Outreach and Engagement)
• Tammy Bray (Dean and Professor, College of Public Health and Human Sciences)
• Thomas Maness (Dean, College of Forestry)
Current Efforts and Leadership Council Recommendations

• **Current Efforts**
  
  - **Objective 5-Pursue Universal Access:** Comprehensive Accessibility Plan for the Built Environment
  
  - **Objective 7-Assess University Climate:** First annual climate survey

• **Recommendations**

  - **Objective 3: Build Human Capacity:** Leadership Council Proposal: 2014-15 Provost Initiative Hiring Program
  
  - **Objective 6: Enhance Student Success:** Undergraduate student success proposal (*working draft to be presented at March or April Faculty Senate meeting*)
Next Steps

• **Dimension 1: Institutional and Individual Capacity**
  • Participate in faculty diversity initiative
  • Broaden diversification efforts to focus on entire workforce
  • Address accountability, monitoring, and rewards

• **Dimension 3: Access and Success**
  • Finalize undergraduate student success recommendation

• **Dimension 4: University Climate and Sense of Community**
  • Design process for responsive climate enhancement strategies