

Oregon State University
Institutional Equity, Inclusion, Diversity and Social Justice Initiatives

Academic Affairs

Lead: Brenda McComb

- Coordinating National Science Foundation ADVANCE Program: Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers (Susan Shaw)
- Coordinating Difference, Power, and Discrimination Program (Nana Osei-Kofi)
- Implementing Tenured Faculty Diversity Initiative/Provost's Hiring Initiative (Provost)
- Developing and implementing equity and social justice education program for faculty and staff (Jane Waite)

Division of International Programs

Lead: Mark Hoffman

- Operating International Scholar and Faculty Services and International Student Advising and Services
- Operating Office of Global Opportunities
- Partnering with INTO OSU

Colleges/Graduate School

Lead: Academic Deans

- Advancing college/school-level efforts to diversify faculty and staff
- Developing climate and curriculum initiatives

Undergraduate Studies

Lead: Susana Rivera-Mills

- Coordinating Educational Opportunity Program, TRiO – Student Support Services, College Assistance Migrant Program, and other student success programs

Office of Institutional Diversity

Lead: Angela Batista

- Developing and implementing institutional strategies, change actions, initiatives and communications regarding diversity, equity, and inclusion throughout the University
- Consulting with offices/departments on matters of diversity, equity, and inclusion
- Coordinating the OSU Bias Response Team
- Assessing and reporting on institutional climate
- Partnering with Academic Affairs and others on development of faculty/staff training
- Collaborating with key stakeholder groups (e.g., Association for the Advancement of Faculty of Color, President's Commission on the Status of Women)

Diversity and Cultural Engagement

Lead: Allison Davis-White Eyes

- Overseeing seven Cultural Resource Centers
- Implementing signature programs and initiatives to including Global Diversity; Academic Success & Engagement; Integrated Learning for Social Change; Arts+Social Justice Living-Learning Community; PROMISE (Professional and Managerial Internships for State Employment)

Outreach and Engagement

Lead: Scott Reed

- Operating Ecampus, Extension Service, Open Campus, JUNTOS ("together") program, Professional and Continuing Education, Summer Session

Equal Opportunity and Access

Lead: Clay Simmons

- Coordinating OSU equal opportunity, affirmative action, and accessibility policies
- Administering compliance functions (e.g. Title IX investigations/response)
- Delivering training to faculty and staff related to sexual harassment prevention
- Coordinating Search Advocate program

Community Diversity Relations

Lead: Angelo Gomez

- Convening community groups to build connections and collaborations
- Coordinating the President's Board of Visitors for Community and Diversity

Leadership Council for Equity, Inclusion, and Social Justice

Co-Chairs: Brenda McComb &
Allison Davis-White Eyes

- Advising President and OID on institutional equity, inclusion and social justice initiatives; includes faculty, staff, and student members; chaired by Sr. Vice Provost for Academic Affairs and Director of Diversity and Cultural Engagement

Faculty Senate Diversity Council

Lead: Dawn Moyer

- Conducting research on best practices for institutional philosophy statements
- Developing diversity statement for postings, job descriptions, evaluations

Departments/Programs

Councils/Committees