Equity, Inclusion, and Diversity at Oregon State University: Defining the Path Forward

Report to the Faculty Senate
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Self-Study Team Members

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Self-Study Charge

- 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

- **May 2011**
- **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
I. Our 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.

II. Our Principles

Inclusion: working together to create a welcoming environment through interpersonal interactions that respect and affirm the inherent dignity, value, and uniqueness of all individuals and communities.

Equity: ensuring equality of opportunity in all that we do.

Diversity: seeking and realizing the richness of human difference.
Self-Study Framework: Conceptual Framework

Oregon State University
“...promotes economic, social, cultural and environmental progress for the people of Oregon, the nation and the world.”

Dimension 1
Institutional and Individual Capacity

Dimension 2
Education, Scholarship, and Outreach

Dimension 3
Access and Success

Dimension 4
University Climate and Sense of Community
# Self-Study and External Review Results

<table>
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<tr>
<th>Dimension</th>
<th>Overarching Goal</th>
<th>Self-Study Key Themes</th>
<th>External Review Recommendations</th>
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<td>1: Institutional and Individual Capacity</td>
<td>A robust capacity to plan, implement, and evaluate comprehensive equity, inclusion, and diversity work</td>
<td>• Vision • Commitment &amp; accountability • Comprehensive approach • Engagement • Individual &amp; collective capacity • Workforce diversity</td>
<td>• Prioritize faculty hiring &amp; retention • Define diversity as inclusive, but differentiated • Build human capacity &amp; leadership • Align budgeting with diversity goals • Ensure consistent communication • Develop metrics for accountability &amp; monitoring • Establish Chief Diversity Officer position • Establish advisory group • Ensure diversity is central to mission &amp; a core function of leaders</td>
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<td>2: Education, Scholarship, and Outreach</td>
<td>The university’s education, scholarship, and outreach efforts incorporate equity, inclusion, and diversity content and perspectives</td>
<td>• Curricular &amp; co-curricular content &amp; opportunities • Collaborative &amp; dynamic research • Outreach • Multicultural co-curricular experiences</td>
<td>• Develop curriculum</td>
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<td>3: Access and Success</td>
<td>Equality in access and success for people of all backgrounds and abilities and a robust ability to address the needs of diverse communities</td>
<td>• Inclusion &amp; integration • Culture of support • Proliferation of successful efforts • Financial aid • Monitoring • Evaluation &amp; promotion of innovation • Assessment of differential access &amp; impact • Universal access</td>
<td>• Prioritize student demographics and success • Build human capacity for enrollment</td>
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<td>4. University Climate and Sense of Community</td>
<td>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</td>
<td>• Dialogue • Linkages • Sense of belonging • Recognition, assessment, and improvement</td>
<td>• Prioritize a culture of success • Develop ability for dialogue • Support and validate people doing the work</td>
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Note: The table above summarizes the self-study and external review results, focusing on key themes and recommendations for each dimension.
Key Institutional Objectives for Equity, Inclusion, and Diversity Recommended by the Self-Study Team

Dimension 1: Institutional and Individual Capacity

• *Establish Strategic Leadership Architecture*
  • Create a senior-level advisory council
  • Recommend appropriate institutional leadership structures and approaches

• *Increase Accountability and Monitor Progress*
  • Increase commitment and accountability
  • Monitor progress
  • Recognize and reward successful efforts

• *Build Human Capacity*
  • Diversify the workforce at all levels
  • Focus on the professoriate
Key Institutional Objectives for Equity, Inclusion, and Diversity Recommended by the Self-Study Team

Dimension 2: Education, Scholarship, and Outreach

• *Enhance Curriculum and Co-curriculum*
  • Incorporate the principles and practices of equity, inclusion, and diversity
  • Strengthen and expand the Difference, Power, and Discrimination program
Key Institutional Objectives for Equity, Inclusion, and Diversity Recommended by the Self-Study Team

Dimension 3: Access and Success

- **Pursue Universal Access**
  - Pursue universally accessible physical and virtual university environments
- **Enhance Student Success**
  - Monitor, improve, and equalize student academic success rates across racial and ethnic identity groups
Key Institutional Objectives for Equity, Inclusion, and Diversity Recommended by the Self-Study Team

Dimension 4: University Climate and Sense of Community

- **Assess University Climate**
  - Regularly assess the university climate
  - Devise strategies to realize a climate of inclusion
Proposed Strategic Leadership

University Leadership Council for Equity, Inclusion, and Diversity
Advisory to university leadership on matters related to equity, inclusion, and diversity

Subcommittees

- Build Human Capacity
- Enhance Curriculum and Co-curriculum
- Pursue Universal Access
- Enhance Student Success
- Assess University Climate

- Employee Recruitment and Retention Partners
- Curricular and Co-curricular Partners
- Accessibility Partners
- Student Success Partners
- University Climate Partners

President
Provost