

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

Academic Affairs

Lead: Brenda McComb

- NSF ADVANCE grant (Susan Shaw)
- Difference, Power, and Discrimination Program (Nana Osei-Kofi)
- Tenured Faculty Diversity Initiative/Provost's Hiring Initiative (Provost)
- Equity and Social Justice Education (staff/faculty training) (Jane Waite)

Community Diversity Relations

Lead: Angelo Gomez

- Outreach to community groups to build connections and collaborations
- Coordination of Board of Visitors

Colleges/Graduate School

Lead: Academic Deans

- Local efforts to diversify faculty and staff
- Climate and curriculum initiatives

Undergraduate Studies

Lead: Susana Rivera-Mills

- EOP, TriO-SSS, CAMP, and others

Outreach and Engagement

Lead: Scott Reed

- Ecampus, Extension Service, Open Campus (JUNTOS and others), Professional and Continuing Education, Summer Session

Office of Institutional Diversity

Lead: Angela Batista

- Development and implementation of institutional strategies. Oversight of change actions, initiatives and communications regarding diversity, equity, and inclusion throughout all facets of the University
- In-house consultants to offices/departments on matters of diversity, equity, and inclusion
- Coordination of Bias Response Team (BRT)
- Climate assessment and reporting
- Partners with Academic Affairs and others on development of faculty/staff training
- Liaison to key stakeholder groups (i.e. AFAPC, PCSOW)
- Additional responsibilities to be determined

Diversity and Cultural Engagement

Lead: Allison Davis-White Eyes

- Cultural Resource Centers
- Global Diversity
- Academic Success & Engagement
- Integrated Learning for Social Change
- Arts+Social Justice LLC
- Promise Internships

Division of International Programs

Lead: Mark Hoffman

- International Scholar and Faculty Services
- International Student Advising and Services
- Office of Global Opportunities (OSU GO)
- Partnership with INTO OSU

Equal Opportunity and Access

Lead: Clay Simmons

- Coordination of OSU equal opportunity, affirmative action, and accessibility policies
- Title IX compliance (investigation and response)
- Delivery of training to staff/faculty related to sexual harassment prevention
- Search Advocate program

Leadership Council for Equity, Inclusion, and Social Justice

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

- Faculty, staff, and student members
- Chaired by Sr. Vice Provost for Academic Affairs and Director of Diversity and Cultural Engagement
- Serves in advisory capacity
- Liaison to Faculty Senate Diversity Council

Faculty Senate Diversity Council

Lead: Dawn Moyer

- Conducting research on best practices for institutional philosophy statements
- Diversity statement development for announcements, descriptions, performance reviews
- Gathering information on diversity education and training opportunities