Advancing Equity, Inclusion and Social Justice

Annual Report to the Board of Trustees

October 28, 2022
Annual Accomplishments

- Strong progress on OSU’s Diversity Strategic Plan
- Significant university-wide engagement to advance inclusive excellence
- 2022 State of Diversity At OSU
- OSU “ADA at 31” initiatives to advance accessibility
- 5th straight 2022 HEED Award
• Adoption of Employee of Color Retention and Success Strategy
• Launch of Equity Leaders Consortium
• Expanded educational partnerships
• Expanded support for Native and Indigenous learners and communities
• Restructured community diversity relations to support cross-divisional engagement initiatives
• Create principles for alignment of next diversity strategic plan and university strategic plan

• Develop and expand programs to improve recruitment and retention of faculty and staff committed to DEI

• Chart pathways to minority-serving institution status

• Collaboratively build and launch Access OSU in the Portland Metro
Questions?
Panel Discussion
Equity, Inclusion and Social Justice
Maria Andrade
*Director, College Assistance Migrant Program (CAMP)*

Janet Nishihara
*Executive Director, Educational Opportunities Program*

Francis Chan
*Director, Cooperative Institute for Marine Ecosystem and Resources Studies (CIMERS)*

Ana Lu Fonseca
*Diversity, Equity and Inclusion Development Specialist*
Division of Extension & Engagement
EOP and SAEP provide:

- Bridge programs
- Academic counseling
- Small sections of key courses
- Inclusive teaching practices
- Priority access to textbook lending
- Computer lab, free printing
- Cohort models
- Peer, faculty mentorship
2021-2022 Retention & Graduation Rates

86.8%  94%  68.2%  80%

OSU 1st Year Retention Rate  SAEP Programs 1st year retention rate  OSU Graduation Rate  SAEP Programs Graduation Rate