Advancing Equity, Inclusion and Social Justice:
Annual Report

DRAFT

Through collaboration and partnership, the university has made significant progress over the last year to advance its diversity, equity and inclusion goals and inclusive excellence mission.

ANNUAL ACCOMPLISHMENTS

In its fourth year of implementation, the university’s diversity strategic plan, Innovate & Integrate: Plan for Inclusive Excellence, continues to guide collaboration among university and community partners to advance key strategic objectives. Annual accomplishments include:

1. Significant progress was made towards completion of the university’s diversity strategic plan, scheduled for implementation through 2023. Of the 53 action items contained in the plan, 44 actions have been completed and all remaining items are in progress. In Fall 2021, 34 items were complete.
2. Between summer 2021 and spring 2022, the Office of Institutional Diversity completed over 220 engagements and consultations with students, faculty, staff, administrators and volunteers in every college, in units across the university and with external partners to advance the diversity strategic plan.
3. The 2022 State of Diversity at Oregon State University highlighted ten examples of innovative, high-impact efforts to advance the diversity strategic plan spearheaded by units across the university over the last year. These efforts included, among others, the OSU Foundation and Alumni Association’s DEI initiatives, expanding success of the Juntos program in the Division of Extension and Engagement, launch of the Applied Humanities bachelor’s degree through Ecampus and the College of Liberal Arts, and opening of the Dr. Larry Griggs Center for Black and Indigenous Student Success within the Educational Opportunities Program and the Division of Student Affairs.
4. The OSU “ADA at 31” Committee commemorated the milestone anniversary of the Americans with Disabilities Act by deliberating and initiating implementation of wide-ranging actions to continue improving and building a culture of accessibility and inclusion at OSU.
5. For the fifth consecutive year, Oregon State University received the national Higher Education Excellence in Diversity (HEED) Award for its ongoing efforts to ensure equity is foundational to the university’s programming, training, curricula and hiring practices.

HIGHLIGHTED ACCOMPLISHMENTS

Development of Employee of Color Retention and Success Strategy

The President and Provost’s Leadership Council on Diversity, Equity and Inclusion (PPLC) is a standing university-level committee chaired by the vice president and chief diversity officer and comprised of university leaders. The PPLC works to advance the university’s inclusive excellence mission by developing new strategies, evaluating progress, ensuring alignment and facilitating collaboration.

During its 2021-22 term, the PPLC identified improvement of the retention and success of faculty and staff of color as a strategic priority. Over the course of the academic year, the
council gathered feedback from university stakeholders, reviewed prior institutional research and consulted evidence-based practices to develop a comprehensive strategy to support the retention and success of employees of color. Aligned with SP 4.0 and the diversity strategic plan, the strategy articulates tactics to analyze relevant retention and community climate data, build capacity for culturally equitable supervision and mentorship, expand professional development opportunities and improve employee community supports. During its 2022-23 term, the PPLC will focus on implementing prioritized retention actions, developing success metrics and engaging with university stakeholders to report progress and ensure accountability.

Launch of Equity Leaders Consortium

Convened in Fall 2021, the Equity Leaders Consortium (ELC) brings together OSU faculty and staff with responsibilities for leading unit-level diversity, equity and inclusion initiatives to increase alignment, impact and efficacy. In its inaugural year, the ELC included representatives from every college and administrative unit, the Division of Extension and Engagement, OSU campuses in Bend and Newport, and the OSU Foundation and Alumni Association. Leveraging significant growth and prioritization of unit-level equity initiatives across the university, ELC members reported generating important shared insights, initiating new cross-unit collaborations and cultivating shared purpose and community.

Expanded Educational Partnerships to Facilitate Strategic Equity Initiatives

In tandem with ongoing efforts to develop unit-level diversity strategic plans, educational partnerships to develop organizational capacity to advance diversity, equity and inclusion have expanded. Over the last year, the Office of Institutional Diversity initiated organization-wide educational partnerships with units including the College of Science, the Division of Finance and Administration and the Division of University Information and Technology. These partnerships consist of annual commitments to develop equity-driven practices related to teaching, research and administration aligned with the university’s Guidance for Diversity, Equity and Inclusion Education.

New Support for Native and Indigenous Students and Communities

In recent years, OSU has taken significant steps to continue expanding support for Native and Indigenous students and communities. These efforts build on OSU’s adoption of a university land acknowledgement in 2018 and a shared recognition that the university’s status as a land grant institution impacts Native and Indigenous communities across the country. In August, OSU announced it would provide in-state tuition to enrolled members of any federally recognized Tribal nation in the United States. This program complements a state of Oregon program providing up to the full cost of college attendance to enrolled members of the nine federally recognized tribes of Oregon. In October, President Murthy recognized the formation of the President’s Commission on Indigenous Affairs. The Commission will partner with university leaders and community members to advance positive institutional change to support Native and Indigenous students, faculty and staff, and continue to cultivate a university culture that honors, and values Indigenous perspectives and knowledge. The President’s Commission on Indigenous Affairs joins two other presidential affinity commissions – the President’s Commission on the Status of Women and the President’s Commission on the Status of Black Faculty and Staff Affairs – each of which contributes to advancing the university’s inclusive excellence mission in unique and important ways.
Restructured Community Diversity Relations

The director of community diversity relations is a critical contributor to the university’s efforts to engage and serve diverse external communities. Building on recommendations from internal and external stakeholders, the Office of Institutional Diversity initiated a process to re-envision and restructure the role and its portfolio. Priorities identified for the role included increasing and improving engagement with minoritized communities in the Portland metro area. Now based in the OSU Portland Center, the director of community diversity relations will provide leadership for multi-divisional collaborative initiatives to enhance and deepen university support for students of color and their families in the Portland metro area. Following a national search and extensive engagement with colleges and units, the Office of Institutional Diversity welcomed Temmecha (pronounced “Tem-mee-sha”) Turner as the next director. Temmecha, a 2004 OSU graduate, most recently served as the supervisor of the Student Success Program in the Portland Public Schools and as a student engagement coach. She has more than 15 years of professional experience advancing equity and student success in the education and nonprofit sectors, holding leadership roles with organizations including Self Enhancement, Inc. and Friends of the Children.

FOCUS AREAS FOR 2022-23

In the coming year, the university will focus on four key areas to advance university-wide strategic DEI goals:

- The Office of Institutional Diversity will take the lead in developing principles for community engagement and a roadmap to inform the next iteration of the university’s diversity strategic plan so that it aligns closely with the next university strategic plan;
- The Provost’s Office, Office of Faculty Affairs, University Human Resources, colleges and administrative units, and Office of Institutional Diversity will continue working together to develop and expand programs to increase the recruitment and retention of faculty members and staff committed to advancing diversity, equity and inclusion;
- The Office of Institutional Diversity will collaborate with the Office of Academic Affairs, faculty experts and university community stakeholders to develop recommendations regarding OSU’s pursuit of federal minority-serving institution status;
- The divisions of Extension and Engagement, Student Affairs, and Enrollment Management, the Office of Institutional Diversity, and the OSU Foundation and Alumni Association will work together to build and expand a robust community engagement presence in the Portland metro area to improve pathways to higher education for Black, Latine and Native and Indigenous students and families; at the core of this effort is implementation of a new program, Access OSU.