

# DIVERSITY ACTION PLAN 2024-2030

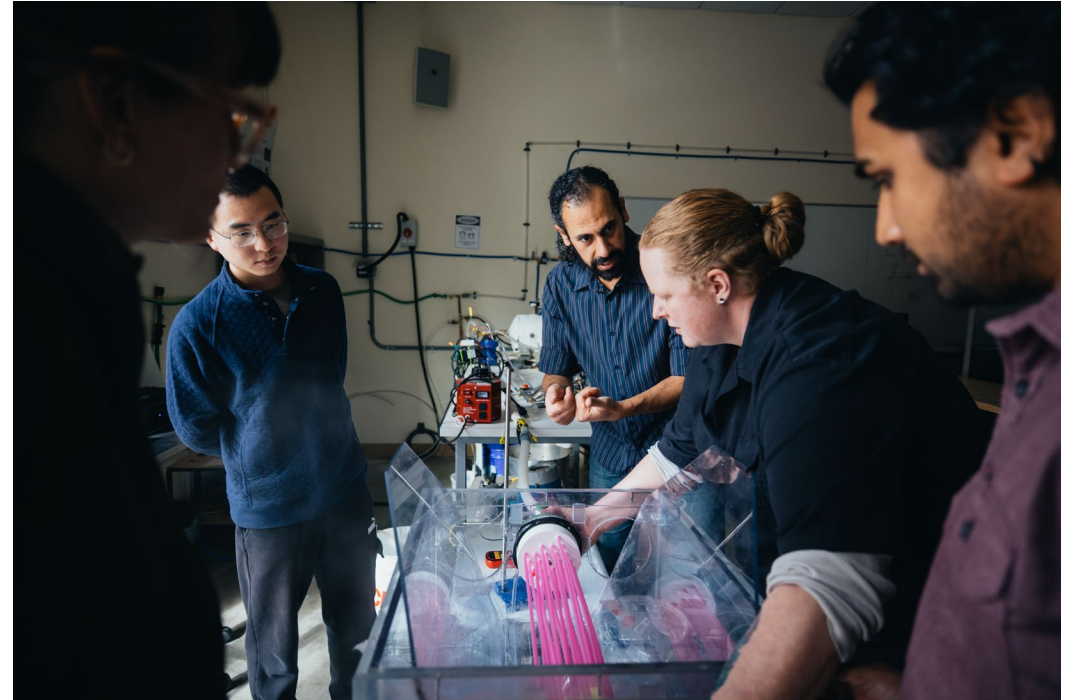
Report to the Board of Trustees  
January 19, 2024



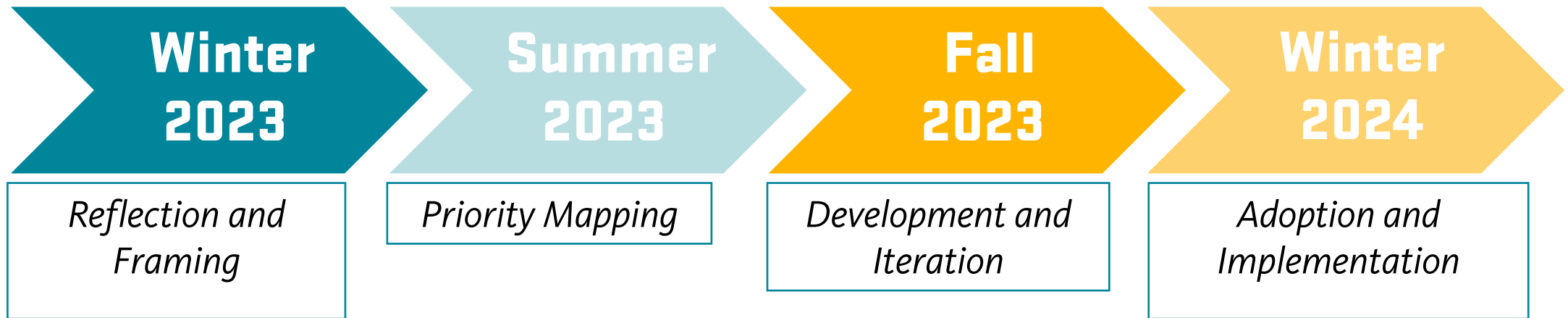
**Oregon State**  
University

# Building on success

- Second focused university-wide equity plan
- Of the last plan's 53 actions, 49 have been completed; all are in process
- Focus on integration in new plan building on current and ongoing efforts across the university



# Process Roadmap



# Engagement

300+

Unique OSU community members provided feedback

12

Colleges and the Graduate School

17

Administrative units

All OSU Locations

Corvallis, OSU-Cascades, Hatfield Marine Science Center,  
OSU Portland Center, OSU Extension Service, Ecampus

# Outcome: Diversity Action Plan



Mapped to *Prosperity Widely Shared: The Oregon State Plan* priorities and actions



Resulting in 23 tactics and 67 initiatives



Action-focused, metrics ready



Builds upon, incorporates and aligns ongoing equity efforts across OSU

## ***Prosperity Widely Shared Action 1:***

# Launch a campaign for timely undergraduate degree completion

### **Diversity Action Plan Tactics:**

- Reduce and eliminate financial barriers to persistence and graduation
- Reengage learners to complete degrees
- Increase access to experiential learning opportunities for minoritized and underserved students
- Develop and expand centralized transition experiences
- Target courses with disproportionately high DFW (D, F, withdrawal) rates for redesign
- Expand culturally relevant academic interventions
- Expand support to enhance persistence and completion of minoritized and underserved graduate students
- Advance inclusive infrastructure for disabled, trans and gender-diverse students

## ***Prosperity Widely Shared Action 2:***

Build international research distinction in areas of competitive advantage

### **Diversity Action Plan Tactics:**

- Establish policies and practices for OSU to equitably collaborate and engage in research with minoritized and underserved communities
- Increase employee knowledge, skill and ability to conduct research equitably
- Embed inclusive excellence imperative in strategic research focus areas

## ***Prosperity Widely Shared Action 3:***

Build an enterprise approach to knowledge translation, innovation and partnerships

### **Diversity Action Plan Tactics:**

- Develop organizational infrastructure and collaborations for equitable transdisciplinary research
- Cultivate and steward institutional relationships with Tribal Nations, Minority Serving Institutions and minoritized and underserved community serving organizations
- Catalyze equitable workforce development in Oregon through strategic partnerships
- Establish an enterprise-wide language access strategy and program



## ***Prosperity Widely Shared Action 4:*** Build faculty excellence

### **Diversity Action Plan Tactics:**

- Develop pathways for employee recruitment aligned with university strategic priorities
- Establish accountability for equitable search processes and outcomes
- Improve retention of employees and families
- Enhance opportunities for employee career-long equity education
- Create opportunities for employee career skill-building and advancement

## ***Prosperity Widely Shared Action 5:***

Significantly increase enrollment online and at OSU-Cascades

### **Diversity Action Plan Tactics:**

- Develop recruitment strategies responding to needs of minoritized and underserved communities for Corvallis, OSU-Cascades and Ecampus
- Create organizational infrastructure to support minoritized and underserved students and employees at OSU-Cascades
- Create, adapt and expand culturally responsive resources to support needs of Ecampus students

# Next Steps



## Integrated implementation with *Prosperity Widely Shared*

- Further develop tactics and initiatives to facilitate aligned implementation with *Prosperity Widely Shared*
- Identify contingencies and interdependencies for implementation
- Determine areas of investment to ensure sustainable and continuous progress
- Engage assessment and reporting structure to monitor progress, celebrate successes, resolve barriers and maintain accountability

# Questions