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

Report to the Faculty Senate
March 14, 2013

Self-Study Team Members

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- **Michelle Bothwell** (Associate Professor, School of Chemical, Biological & Environmental Engineering and Interim Director, Difference, Power and Discrimination Program)
- **Tony Wilcox** (Co-Director, School of Biological & Population Health Sciences)

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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

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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

Vision

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**.*

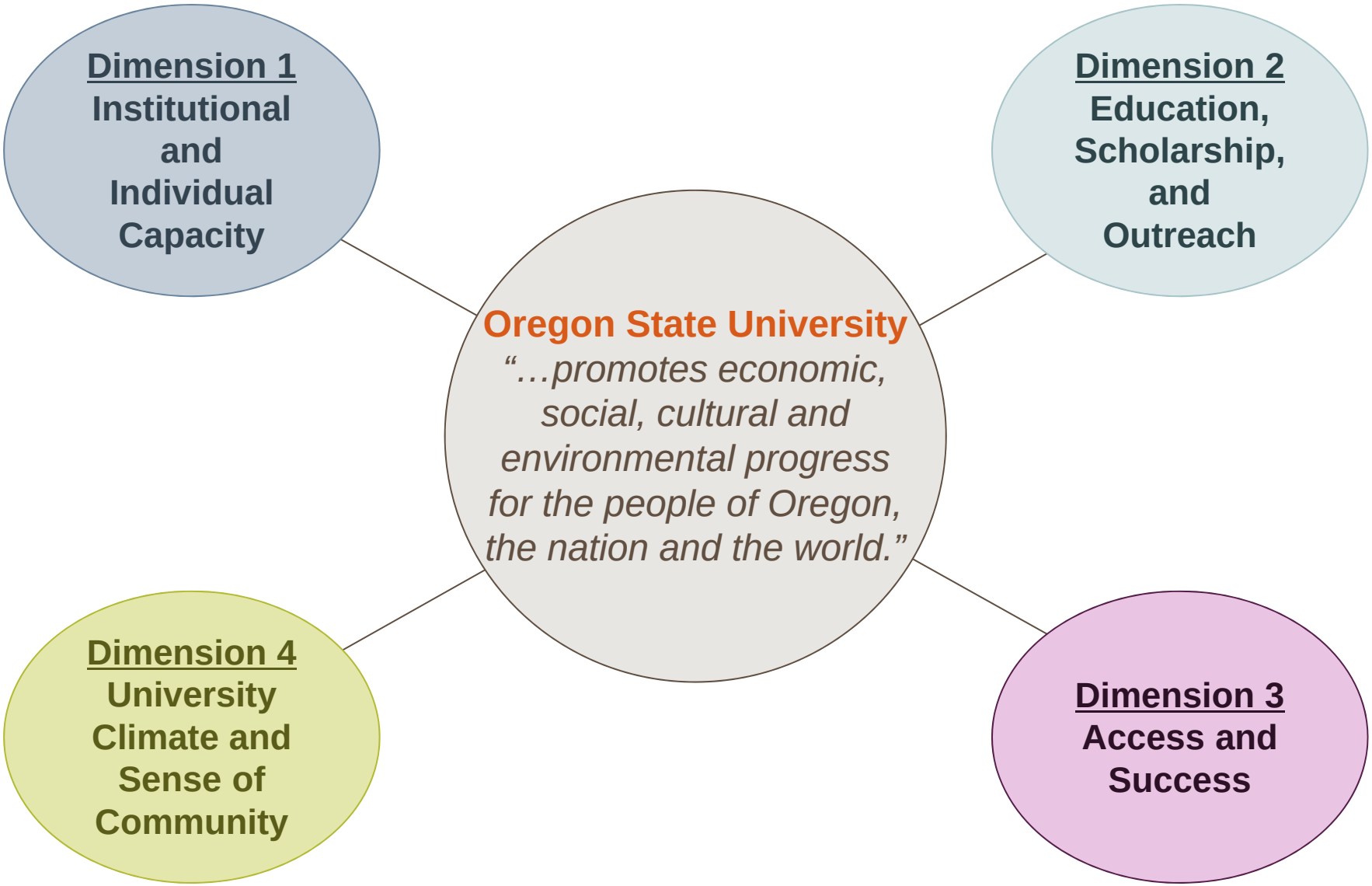
II. Our Principles

***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



Self-Study and External Review Results

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

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

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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

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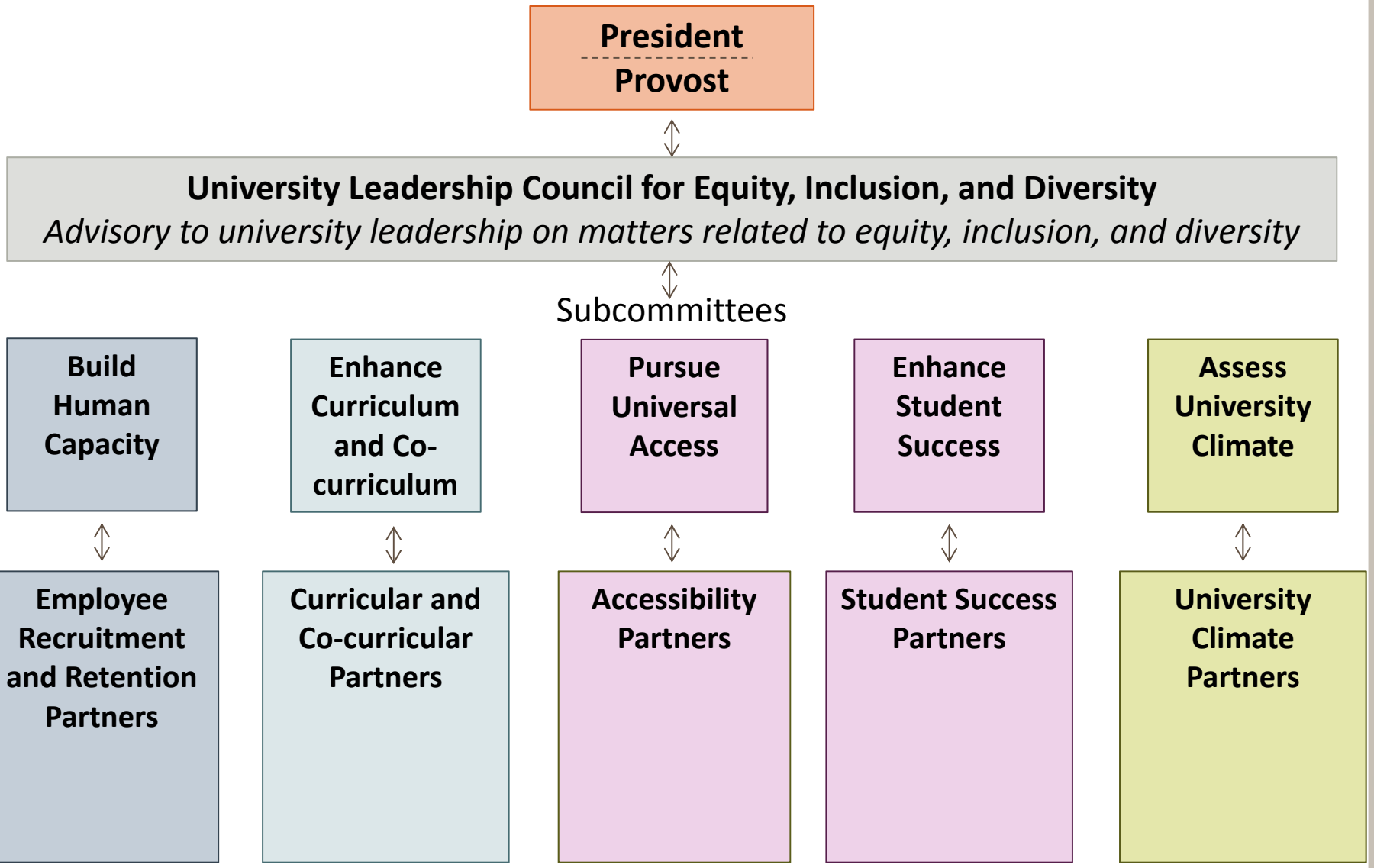
Proposed Strategic Leadership