

## Advancing Equity, Inclusion and Social Justice: Annual Report

### ANNUAL ACCOMPLISHMENTS

The last year was impacted significantly by COVID-19 and global, national and local calls for racial justice. The OSU community responded with incredible resilience, making significant progress to advance diversity, equity and inclusion (DEI) over the last year.

Now in its third year of implementation, [\*Innovate & Integrate: Plan for Inclusive Excellence\*](#), continues to guide the work of the Office of Institutional Diversity (OID) with university and community partners to advance key strategic objectives. Accomplishments this year include:

- Significant progress toward implementing the university's diversity strategic plan. Of the 53 action items contained in the plan, each item has been initiated or is complete: 34 items have been completed, 19 items are in progress. At this time last year, 17 items were complete, and 35 were in progress, and one had not been initiated.
- Creative and ambitious university-wide efforts to advance diversity, equity and inclusion in every college, division and unit. A handful of these accomplishments were highlighted in this year's [\*State of Diversity at OSU Address\*](#), which captured efforts underway across OSU through a series of video interviews with OID team members.
- OID collaborated with Institutional Analytics and Reporting to develop and launch a suite of interactive data dashboards allowing leaders to access, visualize and synthesize data related to progress towards strategic diversity goals.
- All OID education and professional development programs transitioned to hybrid-remote delivery, which expanded opportunities for participation by OSU community members across the state and country.
- For the fourth consecutive year, OSU received the 2021 Higher Education Excellence in Diversity (HEED) Award for its ongoing efforts to ensure that equity is foundational to the university's programming, training, curricula, and hiring practices.

### HIGHLIGHTED ACCOMPLISHMENTS

#### Moving Forward Together

Following calls to action from university community members in response to the Black Lives Matter movement, the [\*Moving Forward Together initiative\*](#) was collaboratively developed and launched in summer 2020 to complement the diversity strategic plan and SP 4.0. The initiative aims to strategically create rapid change towards antiracist outcomes in areas including public safety, teaching and learning, and supporting the success and wellbeing of BIPOC community members at OSU.

The President and Provost's Leadership Council for Equity, Inclusion and Social Justice (PPLC) was charged with implementation of the *Moving Forward Together* initiative. Each action identified within the initiative has been completed or is in progress and implementation will continue during the 2021-22 academic year.

## **Leading Change for Diversity, Equity and Inclusion**

*Leading Change for Diversity, Equity and Inclusion* is an in-depth professional development seminar designed to increase capacity among senior academic and administrative leaders to initiate, lead and sustain equitable organizational change. Envisioned as an action-based complement to the ADVANCE program, *Leading Change* is facilitated by OID and offered as a core offering in the Faculty Affairs Academic Leadership Academy.

Launched in summer 2020, 74 participants from 25 units have completed the seminar to date, including three deans, four school/department heads, three vice presidents, 18 associate deans/associate vice provosts/executive directors, and multiple program directors. The seminar is now being offered twice per year, in the fall and spring.

## **Support for Unit-level Diversity Strategic Planning**

Utilizing the *Adaptive Strategic Planning for Inclusive Excellence* framework, OID provided consultation and guidance to colleges and divisions to develop and launch unit-level diversity strategic plans. Plans completed and launched this year include the College of Science's Diversity Action Plan, Ecampus's Diversity Strategic Plan, and the College of Agricultural Sciences Climate, Inclusion and Diversity Initiative.

## **Community Diversity Relations**

Relationships with external stakeholders are key to OSU's diversity, equity and inclusion goals and collaborations were strengthened and expanded over the past year. In collaboration with Ecampus, OID continued to build relationships within Oregon's nine federally recognized tribes and partnered with Ecampus to expand access to online learning opportunities for tribal community members. OSU's participation in the Engaged Scholars forum brought faculty together to provide opportunities for community-based learning, service learning, and community-engaged scholarship opportunities that have a reciprocal benefit to Oregon communities and to OSU.

## **Launch of Pre-Doctoral Scholars Program**

A partnership between the Office of Faculty Affairs and OID, and supported by the Jackson Family Diversity, Equity & Inclusion Fund, the Pre-Doctoral Scholars Program (PDSP) was launched in summer 2021. The program pairs OSU faculty mentors with advanced pre-doctoral scholars committed to DEI from around the country for an immersive weeklong experience to build relationships and introduce promising scholars to the OSU community. The first PDSP cohort coupled OSU faculty mentors from the colleges of Agricultural Sciences and Liberal Arts with four scholars who visited from Cornell University, Morgan State University, North Carolina State University and Purdue University.

## **FOCUS AREAS FOR 2021-22**

This academic year, OID will focus on six key areas to advance university-wide strategic DEI goals:

- Convening a consortium of OSU equity leaders to align and enhance organizational change efforts across the university

- Developing expert recommendations regarding OSU's pursuit of federal minority-serving institution status
- Continuing to focus on efforts to support recruitment and retention of diverse faculty and employees through strategic partnership with the Office of Faculty Affairs and Office of Human Resources
- Continuing implementation of *Moving Forward Together* action items and the university's Diversity Strategic Plan
- Beginning data collection and planning efforts for Diversity Strategic Plan 2.0
- Continuing engagement with university community members to cultivate and nurture relationships, act proactively to address community needs and create opportunities for ongoing dialogue