

Advancing Equity, Inclusion and Social Justice

Annual Report to the Board of Trustees

October 16, 2020

Annual Accomplishments

- Engaged with and responded to communities calling for action and launched president's website [Moving Forward Together](#)
- Board adopted the Tribal Land Acknowledgement
- Completed repatriations with the Coquille Indian Tribe and Oregon Parks and Recreation
- Established [Tribal Ecampus Initiative](#) and created new OSU chapter of the American Indian Science and Engineering Society (AISES)

Annual Accomplishments Continued

- Held first-ever Social Impact Lab, a collaboration with community organizations, local governments, business and industry leaders to leverage all of our talents toward a stronger OSU community
- Led panel presentation of 13 [Diversity, Equity and Inclusion Principles](#) to follow as we respond to COVID-19
- As part of “We Have Work To Do” campaign, developed series of webinars and podcasts with partners including
 - History of diversity work at OSU
 - Relationship between technology, social justice and efforts to support women in STEM fields

Annual Accomplishments Continued

- Published Taking Action, a newsletter highlighting the important work being done to advance inclusive excellence at Oregon State.
- Created [Leading Change for Diversity Equity and Inclusion program](#) for academic leaders to advance inclusion within their colleges, schools and departments.

Annual Accomplishments – Other Campus Initiatives

- Continued impact of the [Black Student Access & Success Initiative](#), which supports Black and African American student recruitment, access and success
- Established two new Living-Learning Communities for individuals wishing to learn more about Indigenous and Black communities
 - [Nia Black Scholar Living-Learning Community](#)
 - [munk-skukum Indigenous Living-Learning Community](#)

Annual Accomplishments – Other Campus Initiatives

- In addition to Black Alumni & Friends Network and the Klatowa Eena networks, OSU Alumni Association:
 - Launched Asian Pacific Islander Alumni Network
 - Is developing groups for Latino/a Chicano/a, LGBTQIA+ alumni, and the Ettihad Cultural Center
- Completed 2019 Student Inclusivity Survey:
 - 44.3% of students responding to the survey indicated that they usually feel like they belong in their major classes.
 - More male-identified than female-identified students indicated they always feel they belong in their major classes.
 - 41% of African American students reported they rarely feel like they belong in non-major classes
 - 31.7% of Asian students indicated they rarely feel they belong in non-major classes.
 - 44.4% of Native American and Pacific Islander students indicated they rarely feel they belong in non-major classes.
- Refined and administered Faculty and Staff Campus Climate Assessment
- Continued [Beaver Connect program](#) designed to ease student transition to college

Annual Accomplishments Continued

President and Provost's Leadership Council Report

- International Student Recruitment, Retention and Graduation
- Development of a faculty recruitment toolkit
- Development of a faculty retention toolkit
- Development of a student exit survey
- Review of GenderMag@OSU
- Summary of the Bias Response Team data

President and Provost Leadership Council 2020-2021 Charge

- Guide implementation and completion of [*Moving Forward Together*](#) action items
- Engage with university community stakeholders representing diverse constituencies to deliberate progress and solicit feedback
- Develop a university engagement strategy for ongoing implementation to inform advancement of [*Innovate and Integrate: Plan for Inclusive Excellence*](#), [*PPLC recommendations*](#), and the [*Moving Forward Together*](#) action items

Office of Institutional Diversity

- Assess and address policies and practices that create barriers to retention of students and employees from underrepresented communities (Goal 3: 4)
- Survey reasons employees leave Oregon State and adopt recommendations to improve retention, advancement and tenure rates of employees from underrepresented communities (Goal 3: 6)
- Provide institutional support to employee affinity groups engaging in community building and retention efforts (e.g., Association of Faculty and Staff for the Advancement of People of Color, President's Commission on the Status of Women) (Goal 3: 7)

**Goals
2020-2021**

Office of Institutional Diversity



Goals 2019-2020

- Increase support for college or university-based faculty fellows to engage in diversity research, grant writing and development of inclusive pedagogy (Goal 4: 8)
- Integrate information regarding Oregon State's commitment to inclusive excellence in new employee orientation programs and materials (Goal 2: 15)
- OID will continue to assist units in summarizing actions taken and results achieved during FY2020.



Questions?