

Advancing Equity, Inclusion and Social Justice: Annual Report

This year saw the launch of several initiatives at Oregon State to advance efforts focused on diversity, equity and inclusion. We look forward to another productive year.

ANNUAL ACCOMPLISHMENTS

The Office of Institutional Diversity (OID) has accomplished much this past year, including the development of an institutional diversity strategic plan: *Innovate and Integrate: Plan for Inclusive Excellence*. Through OID's efforts, the university also received the national Higher Education Excellence in Diversity (HEED) award presented by *INSIGHT into Diversity*, the oldest and largest diversity-focused publication in higher education.

Additionally, this year saw the addition of a new staff member in OID. Jeff Kenney serves as the director of institutional education for diversity, equity and inclusion. Jeff has a background in the design, implementation and evaluation of curricular and co-curricular learning experiences. His focus in OID is on the transformative potential of social justice education and the curation of learning environments that cultivate consciousness, literacy and engagement with sociopolitical issues. Jeff has identified nine cultural competencies for students, faculty and staff that we will roll out later this year.

FOCUS AREAS FOR 2018-19

OID will focus on five key areas during the upcoming year, designed to meet several strategic goals:

1. Developing a recruiting and on-boarding pilot for faculty and staff via the *Search and Selection* process;
2. Recruiting, retaining and graduating students from diverse backgrounds;
3. Developing Inclusive Community modules for faculty and staff. These will parallel modules designed for incoming students to OSU;
4. Developing guidelines for reporting progress on university and unit level diversity strategic plans; and
5. Implementing the year-long "We Have Work To Do" Campaign.

"WE HAVE WORK TO DO" CAMPAIGN

This fall OID launched the "We Have Work To Do" campaign. The campaign is university-wide and designed to recognize the strides OSU has made to advance diversity as a community, while acknowledging that there is much more work to be done. The entire university community is invited to participate in this initiative. "We Have Work To Do" has five central themes: Confronting Bias, Building Equitable Learning Environments, Establishing a Sense of Belonging, Transforming Our Future and Creating Coalitions. Already, the energy around the campaign has been contagious. Other offices and organizations are lining up to partner with OID on the effort, including the Office of Student Experiences and Engagement and Associated Students of OSU.