



Advancing Equity, Diversity and Social Justice

Office of Institutional Diversity
Angela E. Batista, Ed. D.
Interim Chief Diversity Officer
June 3, 2016

Inclusive excellence starts at the highest level of administrative authority, is expressed prominently in missions and strategic plans and is supported through meaningful institutional locations of fiscal, human, and physical resources.

A fundamental commitment to inclusive excellence is critical to the health and functioning of colleges and universities.

National Association of Diversity Officers in Higher Education

Background

- Speak Out in November 2015 highlighted instances of injustice and marginalization experienced as members of the University community.
- Accelerated conversations taking place about creating a singular focus on advancing diversity, equity and inclusion initiatives at Oregon State.

Re-Organization

In January 2016, President Ray announced key appointments to lead the University's diversity and equity initiatives:

- Angela Batista appointed Interim Chief Diversity Officer to lead new Office of Institutional Diversity (OID).
- Angelo Gomez appointed to a new role as Special Assistant to the President for Community Diversity Relations.
- Clay Simmons asked to serve as Interim Executive Director of a new Office of Equal Opportunity and Access (EOA).

Phased Development Plan

Phase I

November 2015 through end of 2015-16 academic year

Phase II

Summer 2016 through naming of permanent
Chief Diversity Officer

Phase III

Following naming of permanent Chief Diversity Officer

Phase I: November 2015 through end of 2015-16 academic year

- Reorganization:
 - Office of Institutional Diversity (OID).
 - Office of Equal Opportunity and Access (EOA).
 - Community Diversity Relations.
- Expand Leadership Council on Diversity, Equity, and Social Justice.
- Increase communication and messaging.
- Map diversity, equity and inclusion initiatives.
- Conduct formal and informal outreach to stakeholders.
- Develop new bias response team and protocol.
- Develop student, faculty and staff learning programs.

Phase II: Summer 2016 through naming of permanent Chief Diversity Officer

- Set 2016-2017 priorities.
- Create an inventory of resources and services.
- Analyze equity and inclusion data (i.e., climate survey, student inclusivity survey results, etc.).
- Establish benchmarks for progress.
- Develop a comprehensive diversity communication plan.

Phase II: Summer 2016 through naming of permanent Chief Diversity Officer

- Collaborate with Board of Visitors for Community and Diversity efforts.
- Support community diversity relations initiatives.
- Collaborate with partners to explore alumni engagement strategies.
- Plan and coordinate the 35th Annual Dr. Martin Luther King, Jr. Celebration.

Phase III: Following naming of permanent Chief Diversity Officer

- Ensure that the University's diversity, equity, and inclusion goals are fully represented in its strategic priorities.
- Identify and implement targeted initiatives to advance diversity goals.
- Support ongoing recruitment and retention (students, faculty and staff).
- Cultivate relationships with alumni and community members.
- Conduct ongoing campus climate and demographic studies.
- Celebrate and recognize key contributions to institutional efforts.

Key Questions

1. What are your initial reactions to the work underway and the pace of our efforts?
2. Does the way we have phased and organized the work make sense?
3. Are there issues or items that should be addressed by OID or the University in the future?
4. Are there updates on specific areas you would like to see included in future reports?
5. How often do you wish to receive updates on the progress and status of OID's initiatives?

