



Advancing Equity, Diversity and Social Justice

Update on Goals and University Climate
OSU Board of Trustees Meeting
January 20, 2017

Background

- A comprehensive and prioritized strategy is necessary to guide and measure the university's progress.
- Institutional plan was created to:
 - Guide the work of the office and create an OSU culture of accountability in diversity, equity, inclusion and social justice;
 - Keep a sharp focus on goals and advancing the critical culture shift needed to achieve and sustain long-term success; and
 - Touch every corner of the institution.

Phased Development Plan

Phase I

November 2015 through 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 II: Summer 2016 through naming of permanent Chief Diversity Officer

- Conduct a national search for a permanent vice president and chief diversity officer (In process)
- Create a detailed inventory of related initiatives at Oregon State (In process)
- Develop a diversity, equity and inclusion communication plan (Completed)
- Plan and coordinate 35th Annual Dr. Martin Luther King, Jr. Celebration (Completed)
- Work collaboratively to enhance and deliver comprehensive learning opportunities to all stakeholders (On-going)

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

- Expand diversity and representative perspectives within university publications and other media (On-going)
- Reorganize the President's Board of Visitors for Community and Diversity Affairs (In-process)
- Collaborate with partners to expand alumni engagement strategies (On-going)
- Expand external community diversity efforts (On-going)
- Operationalize Provost Council SP 3.0 work groups (In-Process)
- Develop institutional Diversity Dashboard (On-going)

Provost Council Undergraduate Student Success Work Group

Identify at risk students

- Disaggregate data to help identify at-risk students

Prepare for engagement

- Identify diversity, equity, inclusion point people at the unit level
- Train faculty & staff for ongoing inclusivity learning
- Convene meetings among colleges' point people

Track Progress

- Research what is successful and what works at OSU
- Compile existing OSU research results and conduct additional research on experiences of diverse student populations
- Provide continuous information on successful practices

Provost Council Graduate Student Success Work Group

Pilot New Graduate Learning Outcome Course

- Develop new course on Difference, Power and Discrimination
- Develop assessment approaches within 12 academic programs
- Plan proposed University Graduate Learning Outcome

Continue Current Practices

- Sponsor and guide the Black Student Association
- Provide Diversity Scholar Recruitment Award
- Examine best practices for engaging students from Historically Black Colleges and Universities
- Partner with undergraduate student of color organizations to increase awareness about graduate school

Provost Council Faculty Success Work Group

Faculty Onboarding

- Review/update incentives to attract excellent, diverse faculty
- Expand NSF ADVANCE workshops for diversity/inclusion training
- Create high impact mentoring programs for diverse junior faculty

Faculty Engagement in Student Success

- Develop holistic center for faculty engagement and teaching innovation
- Enhance diversity-related teaching and learning across campus
- Link experiential learning to student success with emphasis on at-risk learners

University Climate Assessment

Project Objectives

- Where are we now? Where do we need to go?
- How do we increase understanding of institutional climate?
- How do we enable more comprehensive reporting on institutional climate?

Strategy

- New University Climate Assessment Committee convened by OID in Fall 2016

Intended Outcome

- Development of Diversity Dashboard (In process)

Diversity Dashboard Project

- **Institutional Composition:** Student, faculty and staff demographics
- **Student Success:** Persistence and graduation rate by program type along with other variables including gender and ethnicity
- **Inclusivity and Engagement:** OSU student, faculty and staff climate data
- **Institutional Learning:** Participation in equity, inclusion and social justice program curricula

Sample Diversity Dashboard Entry Page

Inclusivity Dashboard - Student (DIV0002) ?

1) Social Identity Group 2) Student Level 3) Student Year

[View Report](#)

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Inclusivity Dashboard - Student

Social Identity Group: Age Band

As of: 12/21/2016

Student Level: (No Response), Graduate, Undergraduate

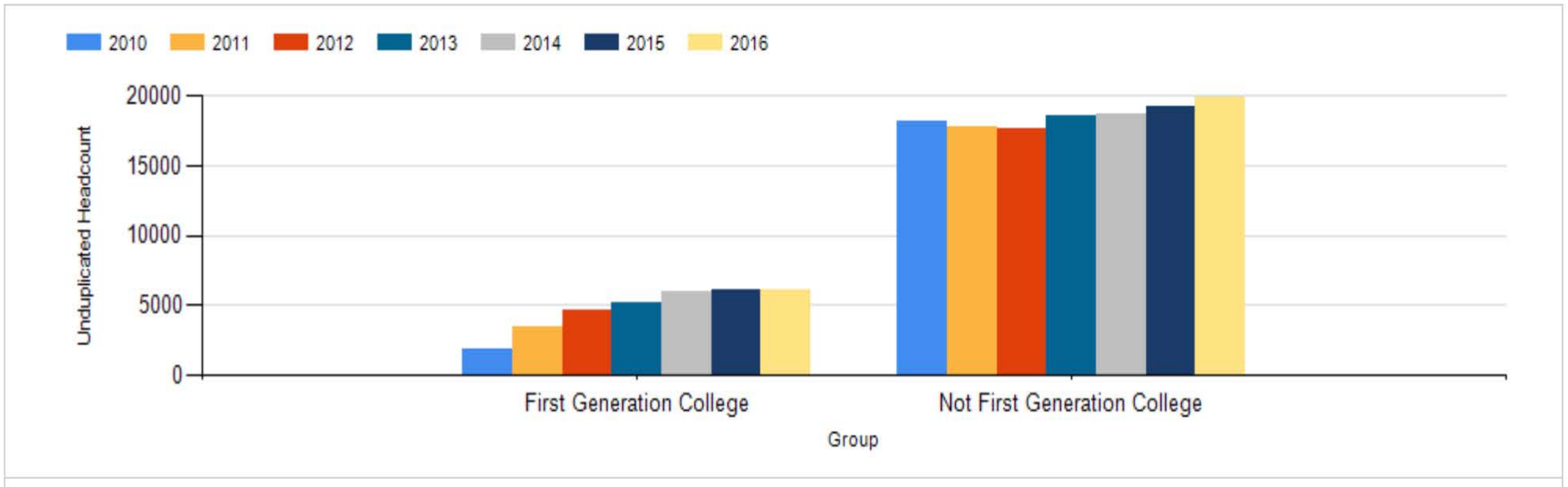
Student Year: (No Response), (Unknown), 1st year Masters, 1st year PhD, 2nd year Masters, 2nd year PhD, 3rd year Masters, 3rd year PhD, 4th year PhD,

Number of Responses: 13512



Sample Diversity Dashboard Reporting

First Generation Status



*Undergraduate students only

Phase III: Following naming of permanent Chief Diversity Officer

- Complete Diversity Dashboard
- Ensure that OSU's diversity, equity and inclusion goals are fully represented in SP4.0
- Identify and implement targeted initiatives to advance diversity goals
- Support ongoing student and employee recruitment and retention
- Continue development of stakeholder learning opportunities
- Cultivate relationships with alumni and community members
- Conduct ongoing campus climate and demographic studies
- Celebrate and recognize key contributions to institutional efforts

