



Advancing Equity, Social Justice & Inclusion at Oregon State University

Board of Trustees Meeting, January 29, 2016



Dr. Susie Brubaker-Cole, Vice Provost for Student Affairs
Dr. Angela Batista, Feb. 1: Interim Chief Diversity Officer



A Social Justice Framework

- Focuses on institutional structural issues
- Resists unfairness and inequity
- Pays attention to how people, policies, practices, and every part of the organization can collaborate
- Recognizes historical and institutionalized social categories including race, class, gender, ability and others
- Actively addresses dynamics of bias, oppression, and privilege

Adams, M., Bell, L. A., & Griffin, P. (2007). *Teaching for Diversity and Social Justice* (2nd ed.). New York, NY: Routledge.

Commitment

We will seek to engage in shared learning through:

- Raising awareness
- Working to identify the root causes for injustice
- Creating capacity
- Building networks and partnerships
- Influencing decision-making across the institution
- Monitoring and regularly reporting outcomes

The Path Ahead –

Everyone plays a key role.

Everyone has something to contribute!

- **Not a punitive or shaming approach**
- **We need to work together & collaboratively**

- Seek to guide students and all members of our community to engage in critical self-reflection and learning
- Engage in self-reflection about our own socialization into patterns of oppression and unintended bias
- Many are well-intentioned but may feel afraid of doing or saying the wrong thing: **Intent vs. Impact**

Office of Institutional Diversity (OID)

OID will oversee and coordinate institutional initiatives and communications regarding diversity, equity and social justice efforts throughout the University.



Areas for Action and Progress

Faculty and Curriculum

Areas for Action and Progress

Student Access: Pipelines & Recruitment

Areas for Action and Progress

Student Experience

Next Steps:

- Launch the Office of Institutional Diversity
- Restructure the Bias Incident Response Team
- Reconstitute the Leadership Council on Diversity, Equity, and Social Justice
- Engage in outreach to students and campus affinity groups
- Develop online diversity educational and orientation programs for all entering students beginning in fall 2016
- Increase diversity training for all faculty and staff
- Make diversity central to faculty hiring practices
- Compile inventory of diversity and social justice resources, departments and programs

Questions?