

Office of Institutional Diversity: The First 100 Days

Appendix C

Points of Pride

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Points of Pride are included here as submitted.

BioResource Research

Contact: Katherine Field

In 2016 we received our fourth United States Department of Agriculture-National Institute of Food and Agriculture (USDA-NIFA) Multicultural Scholars Program grant to fund scholarships to underrepresented and first generation college students. We already have a Multicultural Scholars Program, funded by three previous grants, with lots of successful scholars, mentors and graduates. As a result of this program and all our other efforts, our major, BioResource Research, an inclusive, very challenging research-based Science Technology Engineering Math (STEM) major in College of Agricultural Sciences (CAS), has about 29% underrepresented minorities (URM) students enrolled.

College of Agricultural Sciences (CAS)

Contact: Dan Arp

- We instituted new hiring practices focused on diversity and inclusion.
- We have initiated the process of incorporating diversity and inclusion actions and plans into position descriptions.
- We provide ongoing support for student programs focused on diversity and inclusion including Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS); College Assistance Migrant Program (CAMP); Louis Stokes Alliance for Minority Participation (LSAMP); and Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS).
- We have instituted a discussion of diversity and inclusion as a routine part of annual Periodic Review of Faculty (PROFs) with all of our administrators (e.g. Department heads, station directors, assistant and associate deans, center directors) and have encouraged them to do the same with their direct reports.

College of Agricultural Sciences – Department of Fisheries and Wildlife

Contact: Ivan Arismendi

Publication of *Examining Diversity Inequities in Fisheries Science: A Call to Action* in BioScience: <http://bioscience.oxfordjournals.org/content/early/2016/04/14/biosci.biw041.full.pdf?keytype=ref&ijkey=8zz1Oeh7Um3sQ0x>

College of Business (COB)

Contact: Audrey Iffert

1. In the Oregon State COB, we recognize that promoting diversity and inclusivity is everyone's job. We work together to ensure that our graduates are prepared to be leaders who advocate for diversity and inclusivity in the workplace. We work to ensure that underrepresented students have the necessary preparation and connections to secure the futures they desire and to be leaders in creating change for women and underrepresented racial and ethnic minorities in business. The summary below represents some of our most recent work and plans.
 - We are working to build an even more inclusive COB and strengthen our cultural competency as a college. Examples of our work to enhance our cultural competency include:
 - We completed a series of focus groups of COB students with the goal of understanding how students view cultural competency, its relevance to business education and how well they believe the college promotes cultural competency. We are using student focus group feedback to inform our plans and activities.
 - We hosted three cultural competency workshops (Feb. 19, April 21, April 22) for COB faculty and staff. (College of Engineering (COE) colleagues were invited to the training on April 22.) Training was designed to help faculty and staff enhance their cultural competency skills; faculty training also included exercises and discussion to support faculty in teaching their students cultural competency. A survey was distributed to workshop attendees to evaluate the session as well as to capture ideas regarding what the COB can do to enhance cultural competency among faculty, staff and students. Follow up sessions that leverage faculty and staff feedback will be offered in the fall.
2. We are developing and executing strategies for recruiting, retaining and accelerating the success of underrepresented populations in the COB. These strategies and plans include fundraising to secure scholarships for underrepresented students, as well as additional programming to support the advancement of business careers among women and racial and ethnic minorities. Efforts in 2015-16 include:
 - We offer several K-12 outreach programs that promote business and entrepreneurial skill development and financial literacy in underserved schools, including schools that have high percentages of students eligible for free and reduced lunch. Select samples include:
 - We facilitated Junior Achievement in six schools, including 60 classrooms, impacting approximately 1,800 students. Of the total students, 1,061 qualify for free and reduced lunch. Junior Achievement is a nationally recognized program that exposes elementary and middle school students to financial education, work readiness skills and entrepreneurship by recruiting college

- student volunteers to teach in the elementary and middle school classrooms and by equipping them with the necessary skills and knowledge.
- Young Entrepreneur Business Week (YEBW) is a one-of-a-kind business and leadership program that strengthens the future of Oregon and its high school student participants by producing week-long, hands-on learning experiences at the University of Portland, University of Oregon and Oregon State campuses. We host the camp and offer college credit for student attendees. YEBW offers extensive scholarships and corporate sponsorships to give opportunity to attend the camp to lower-income and underrepresented youth across the state.
 - In partnership with Oregon 4-H, faculty and students in the COB are developing and launching 4-H Entrepreneurship Clubs in Oregon. Currently, pilot testing is occurring in two locations: Grant and Multnomah Counties. Programming for the clubs, which is led by COB students and faculty, includes workshops, mentoring, an elevator pitch competition and an end-of-year celebration.
 - We have secured funding to develop a mobile maker space (a collaboration with COE) that will be deployed at schools seeking access to prototyping equipment and education on innovation process.
- We offer several events that advance diversity in the workplace. Events are geared toward students, faculty, staff, alumni and the broader community. Select samples include:
 - We hosted a diversity in the workplace panel on May 20 in Corvallis and invited faculty, staff, students and alumni. Panelists included Angela Batista, interim chief diversity officer; Tim Hall, manager of public information and involvement for the City of Portland Water Bureau; Lawrence Houston III, assistant professor of management; and Monica Baez, member, COB Dean's Council of Excellence. The welcome was delivered by Dean Mitzi Montoya and moderated by Audrey Iffert- Saleem, executive director of strategic initiatives for the COB.
 - We hosted a networking luncheon on May 20 in Corvallis to provide mentoring opportunities for women and underrepresented racial and ethnic minorities. Students will be seated at tables with successful alumni and discussion prompts will be provided. Students (mentees) and alumni (mentors) will receive educational materials on how to establish strong mentorships.
 - We hosted a networking event on May 23 in Portland (in collaboration with Pricewaterhouse Coopers [PwC]) focused on advancing women's business leadership. Portland-based MBA and online students, alumni and friends of the COB were invited. The welcome was delivered by Dean Mitzi Montoya with networking activities facilitated by Audrey Iffert-Saleem, executive director of strategic initiatives for the COB.

3. We have several faculty whose research advances underrepresented populations in business and business leadership. Select samples of scholarship include:
- Amol Joshi, assistant professor of strategy and entrepreneurship, was recently recognized as one of seven scholars nationwide awarded a Kauffman Junior Faculty Fellowship in Entrepreneurship Research in the amount of \$35,000. The grant supports his ongoing research on how entrepreneurs' strategic decisions regarding location choice and research and development (R&D) partners affect funding outcomes for new technology ventures. Using data from the Small Business Administration (SBA) 1983-2015, he analyzes how the likelihood and amount of federal R&D funding received varies for minority versus non-minority technology entrepreneurs across different federal agencies and recommends policy changes in US government contracting and procurement practices.
 - John Becker-Blease, associate professor of finance, recently had a paper accepted for publication in Financial Review. The paper describes a study that examines the effects of executive, firm and board characteristics on executive exit, with key findings that have significant ramifications for women's advancement as business leaders. For example, female executives have greater likelihoods of exit than males and this likelihood decreases with greater fractions of the board that are female and lower average age of board members.

College of Earth, Ocean, and Atmospheric Sciences (CEOAS) – Oregon Climate Change Institute

Contact: Phil Mote

Organized a series of lunch-and-learns on gender and science. A highlight was the visit of Tuba Özkan-Haller, co-Principal Investigator (PI) of the ADVANCE initiative.

College of Engineering(COE) – Leadership Academy

Contact: Scott Paja

The COE [Leadership Academy](#) hosted a session (titled: "[Inclusive Leadership](#)") this spring to challenge students' awareness of implicit bias, and engage them with professionals representing different gender, racial, socioeconomic status (SES), industry (etc.) identities to dialogue about how this impacts interpersonal interactions and ultimately organizational and societal success.

Members were also encouraged to participate in the inaugural Human Library event at Oregon State, and several did with great enthusiasm.

The academy promotes appreciating difference and social justice as major tenets of personal and leadership identity development. Students complete experiences that help them gain

perspective on important concepts and enhance skills in critical areas (Five program [Pillars](#): Ethical, Purposeful, Professional, Inclusive and Collaborative).

College of Forestry (COF)

Contact: Adrienne Wonhof

- **Strengthening Education and Employment for Diverse Students (SEEDS) Program** - COF invests more into paid, mentored work experiences for undergraduate students than any other college at Oregon State. A large portion of our investment is for the [SEEDS Program](#), developed in 2008 to support underrepresented students preparing to enter professional forestry and natural resource management. Paid academic-year and summer-term work experiences are a key component of the support provided to more than 20 students who benefit from meaningful work and mentor relationships developed by the program. Mentors are highly supportive of the SEEDS program and many describe the opportunity as a pivotal way to connect with undergraduates in a rewarding out-of-classroom way, and are more actively involved in their protégé's development than they would be as a classroom instructor. Some mentors also note that the support received from the SEEDS program was critical to fulfilling their research objectives, and of more importance, was critical in developing fruitful faculty-student mentor-protégé relationships.
- **Diverse Perspectives in Forestry Group (DPFG)** - This is a COF community-building group comprised of motivated students, faculty, and staff in the COF who engage in meaningful discussion of diversity issues in the college, organize special speakers and events, and participate in other formal COF committees as diversity representatives. Formed in 2014, the DPFG chairs meet regularly with the dean to recommend initiatives that enhance the COF's diversity efforts and has energized the entire college community. We are proud that the chair of the DPFG, Randi Shaw, graduate student, was the [recipient of the Frances Dancy Hooks award this year](#).
- **Diversity, Equity and Inclusion Committee** - Arising from the work of the DPFG, this official COF committee is working to develop a diversity and inclusion plan that builds upon the work of the Oregon State plan and focuses directly on the specific issues in the COF community. Comprised of faculty, students and staff, this large committee is divided into four workgroups: (1) Creating a Welcoming Environment, (2) Enhancing the Diversity of People and Perspectives in the COF, (3) Broaden Awareness and Training and (4) Institutional Longevity. The committee is developing ideas and milestones and hopes to have a comprehensive plan by the end of 2016.
- **COF Takes the Lead on the Oregon State STEM Initiative for Native American High School Graduates** – This campus-wide initiative integrates pre-college, college and post-college programs. The COF is the lead organizer and is developing the educational component for the Native Indigenous Research and Engagement Institute proposal. We currently have over 35 OSU faculty and staff engaged, including most all colleges, extension, and various student services offices. A draft of the initiative report is available.

- **Cultural Inclusivity in the New Forest Science Complex** – As we finalize plans for our new Forest Science Complex (New Peavy and the Advanced Wood Products Lab), we have included an organizing group for Cultural Inclusivity in the planning process. This group consists of the building and landscape architects, student representatives, Oregon First Nations representatives and college leaders all working together to create a welcoming environment for First Nations students and one that reflects the long history of First Nations peoples in the Pacific Northwest forest landscape. The arboretum, the art and the building itself will acknowledge and welcome our diverse community of learners and educators.
- **USDA and Renewable Materials Multicultural Scholars Program** - The CCOF's Department of Wood Science and Engineering was awarded (after a competitive process) funds from the USDA to support a scholarship program for undergraduate students of color, women and first generation college students. The scholarships provide \$6,500 per year, per student, and are renewable for up to four years per student.
- **Enhanced Recruiting of Faculty and Students** - Intentional efforts and directed resources have been devoted to increasing the recruitment and hiring of students and faculty into the COF. When the COF assesses our efforts by data validation at the end of the year, we are certain the numbers will reflect the anecdotal evidence gathered so far that we have increased the number of women and underrepresented minorities in both the faculty and student populations.
- **New Position being drafted: Diversity Program Coordinator** - This position will coordinate both the OSU STEM Leaders Program and the Diversity Recruitment and Retention Program for the COF. A position description is under review by Human Resources and directly targets URM recruitment and success, and pairs with the Oregon State Student Success Initiative.

College of Liberal Arts (CLA) - Women, Gender, and Sexuality Studies

Contact: Susan Shaw

A PhD in Women, Gender, and Sexuality Studies (WGSS) was approved and begins in fall 2016.

College of Public Health and Human Sciences (CPHHS)

Contact: Katherine MacTavish

- The CPHHS is the academic home to increasing numbers of students from underrepresented populations. The proportion of CPHHS students who identify as belonging to a minority group has risen from 19 percent in 2011 to 29 percent in 2015, a rate that consistently exceeds Oregon State in general.
- The CPHHS serves as a dominant pathway for women into the sciences having the highest concentration of female students on campus (73 percent).
- The CPHHS is a leader in addressing disability as a form of diversity with the Individualized Movement and Physical Activity for Children Today (IMPACT) program

recruiting almost 100 undergraduate students annually to encourage physical activity among children and youth with disabilities.

- The CPHHS has a standing Equity, Inclusion and Diversity (EID) Enhancement Team. The team will host an EID Symposium in May focused on “Beyond Business as Usual” to highlight college and campus-wide initiatives aimed at transforming our approach to equity, inclusion, diversity and social justice.
- With active participation from the CPHHS, Oregon State joined with University of Oregon to develop a Diversity Career Symposium 2016 led by the COB.
- Four new tenure-track faculty were hired through the Provost’s Initiative on *Student Success Through the Lens of Diversity*. They joined the CPHHS in fall 2015 bringing expertise in teaching, mentoring and research with diverse populations.
- The CPHHS instituted a new Conference Scholarship this year supporting students from traditionally underrepresented backgrounds to attend national conferences and meetings that will help students achieve their academic and career goals. Two students applied and were funded this academic year to attend the national conference for SACNAS.

College of Science (COS)

Contact: Sastry Pantula

A number of important institutional initiatives were undertaken this year across the university in an effort to create a more inclusive and equitable community.

Diversity speakers

Shirley Malcom – COS Spring 2016 Distinguished Lecture

Shirley Malcom, head of Education and Human Resources Programs for the American Association for the Advancement of Science (AAAS) presented a lecture to STEM faculty and students, “[Diversity and Inclusion: Grand Challenges for Science and Engineering](#).” Malcom is an international leader in improving access of girls and women to education and careers in science and engineering and works to improve the quality and increase access to education and careers in STEM fields.

Mathematician Richard Tapia – diversity discussion and lunch with faculty

COS welcomed renowned mathematician and champion of URM in the sciences Richard Tapia to present a lecture on diversity for STEM leaders and faculty across campus entitled, “[Building a Culture of Diversity in Higher Education: Obstacles and Successes](#).” Dr. Tapia is a professor in Rice University’s Computational and Applied Mathematics Department.

Internationally recognized for his research in the computational and mathematical sciences, Dr. Tapia is a national leader in the preparation of women and URM doctoral degree recipients in science, engineering and mathematics. Facing challenges throughout his own journey—from being born in Los Angeles to parents who immigrated from Mexico to being a first generation

college graduate to his trip to the White House where he received the 2011 National Medal of Science from President Obama, Dr. Tapia discussed how these experiences shaped him as a leader in underrepresentation issues at the campus, state and national levels.

Supported Student-focused Diversity Programs

Mi Familia – Silver Sponsor

Shared a COS video with Spanish translation. Dean Sastry Pantula welcomed the guests at the breakfast on May 7.

Sponsor of 2016 MLK Breakfast

Summer Undergraduate Research Experience ([SURE](#)) Science

COS has expanded the support for URM in SURE Science that offers summer scholarships to undergraduate students seeking a research experience to complement their academic experience. Students spend their summer actively engaged in research while working alongside faculty for an engaging, hands-on learning experience. In 2015, we funded six summer research awards for URM and students from diverse backgrounds. This coming summer 30 percent of the students will be from URM. In 2016, the COS has committed \$165,000 to this transformative experience for our students.

[Conference for Undergraduate Women in Physics \(CUWiP\)](#)

To expose URM and women to professional opportunities and diverse science leaders, the Department of Physics hosted the Northwest CUWiP in January 2016, bringing nearly 200 young women scientists to campus for two days of educational sessions and networking opportunities.

SACNAS

Associate Dean Julie Greenwood accompanied members of [Oregon State's SACNAS chapter](#) to SACNAS 2015 National Conference in Washington, D.C. in October 2015. The chapter accepted the Outstanding Development and Outreach Role Model Award, and was one of 13 chapters recognized for outstanding achievements by SACNAS. One of the largest gatherings of minority scientists in the country, SACNAS is dedicated to fostering the success of Chicano/Hispanic and Native American scientists—from college students to professionals—to attain advanced degrees, careers and positions of leadership in science.

COS supported a chemistry postdoctoral fellow who was trained as a new generation of URM STEM leaders to serve, strengthen and unify communities at local and national levels. The scientists are learning about tools to lead institutional transformation and to help build a critical mass of STEM professionals and leaders from underrepresented communities. The training was conducted at the SACNAS Summer Leadership Institute jointly led by them and the American Association for Advancement of Science (AAAS).

Support of diverse student organizations, including participating and supporting LGBTQ events, Black Graduate Student Association events, LSAMP, and Science & Math Investigative Learning Experiences (SMILE).

Grants that support diversity efforts

Noyce Teaching Fellows

A [Noyce Teaching Fellows project](#) recently received a six-year grant from the NSF to provide support for 16 teaching fellows to complete a master's degree program in secondary mathematics or science education at Oregon State. The project will also provide teaching fellows with professional development and support during their first four years of teaching in high-needs schools.

The Ambitious Math and Science Teaching Fellows project promotes teacher learning instructional practices that support every student, across racial, ethnic, gender and linguistic boundaries. The program indirectly offers educational support in math for URM populations, which are often in high-needs schools.

OSU STEM Leaders program

The OSU STEM Leaders program is an NSF-funded initiative to improve the success, retention, and persistence to graduation of students underrepresented in STEM disciplines. With Kevin Ahern as the PI, the program is administratively housed in COS in Biochemistry and Biophysics Department, but the program involves multiple colleges. The program employs strategies previously proven to improve success in achieving program goals. They include a U-Succeed orientation class in the first term that orients program students to Oregon State and provides them with training in professionalism and preparation for working in a research laboratory. In the second term, students begin the first of three terms of paid work in Oregon State research labs. Peer mentors help assist program students in their transition to Oregon State and in adjusting to the research environment. Students participate in three workshops per term. Themes include research ethics, professionalism, career planning, communication and more. A retreat in the spring focuses on socialization and job/presentation skills. At the end of the research experience, students present the results of their work in a symposium. The first year retention rate of students in the program is over 90 percent to date. The program goal is to increase the six-year graduation rate by at least 10 percent for these students.

In the first two years of its five year program, the program has been supplemented with funds from the Oregon State Research Office and the COS, COE and COAS. Now, beginning in the third year, students from COF and CEOAS will join students from the founding colleges in the program.

LSAMP support

We support the LSAMP program. It creates a close-knit, supportive community within our larger Oregon State community. It provides bridge programs and mentoring opportunities.

Outreach through Conferences

Keynote speaker at international statistics conference in Dhaka

Dean Sastry Pantula was a special guest and keynote speaker at the [Second International Conference on the Theory and Application of Statistics](#), which was organized by the Dhaka University Statistics Department Alumni Association (DUSDAA) in December 2015. The conference aims to bring statisticians together from around the world to explore new frontiers of developments of statistical theory and applications in teaching, research and the use of statistics in government and non-government policy making with special focus on developing countries, such as Bangladesh.

Dean Pantula is scheduled to be on a couple of panels, organized by the Committee on Minorities, related to mentoring and career success at the Joint Statistical Meetings in Chicago in August 2016.

Recruited diverse faculty

To build a diverse and inclusive science community focused on excellence, we have invested in fresh talent and energy in COS.

Felipe Barreto, assistant professor, Integrative Biology
Afua Nyarko, assistant professor, Biochemistry & Biophysics
Juan Restrepo, professor of Mathematics

Currently, negotiating with a senior Hispanic faculty member to join COS who will continue his work on enhancing diversity.

Diversity education and training

Oregon State's ADVANCE Working Group

The dean and associate deans and some faculty on the leadership team in COS participated in Oregon State's ADVANCE Working Group two-week seminar to identify initiatives to educate our campus community about how gender, race/ethnicity, social class and other aspects of identity combine to disadvantage women in STEM.

Diversity Working Group

We launched a Diversity Working Group as part of our 2015-2020 Strategic Plan. This team will examine ways to enhance diversity recruiting in our graduate programs and the diversity of our faculty and staff, especially through the searches that are currently underway.

In academic year 2015, COS successfully recruited five women microbiology graduate students, including one African-American with funding through a National Institutes of Health (NIH) diversity initiative.

Leadership Training

Jennifer Dennis met with our leadership team and discussed best practices for pipeline programs to enhance diversity and create a culture of welcoming and success.

2015-2020 Strategic Plan – defines diversity as a core value

We formally defined our commitment to diversity in our strategic plan that launched: **Diversity**. Diversity is the cornerstone of our community. Through our rich collection of people, ideas and perspectives, we engage in a healthy, constructive dialogue to learn, inform our research and make discoveries. From differences, comes excellence. We are committed to creating a welcoming and inclusive environment that respects and affirms the dignity, value, identity and uniqueness of everyone.

College Policy Changes

Position Descriptions (PDs)

All PDs will incorporate language about diversity and inclusion; action complete by this summer.

Annual Evaluations

During annual evaluations of their faculty, leadership will discuss: (a) how they feel the climate in the department is; (b) if they are working on any diversity activities in their research, teaching or outreach; and (c) if someone is spending some time in these activities, they will modify their PD to reflect their efforts so that they can be recognized accordingly in the future.

Published Article

Houtman, Nick. "Julie Greenwood Associate Dean for Academic and Student Affairs, College of Science." *terra*, 13 May 2015. Web, 2 May 2016. <http://oregonstate.edu/terra/2015/05/julie-greenwood/>

Diversity Activities

Nov. 2-5, 2016 – Council of Colleges of Arts & Sciences (CCAS) Annual Meeting – call for proposal included Climate, Diversity, Equity and Inclusion: What's different now?

May 16, 2016 – On panel for Feminist Teaching and Learning graduate seminar to discuss how the work of inclusion, equity and social justice is done by administration and how administration can be an opportunity for institutional transformation

May 4, 2016 – Town Hall – Equity, Inclusion and Social Injustice

April 12, 2016 – "Publicly Engaged Scholarship in the 21st Century: Beware of Shrinking Imagination" Colloquium

Feb. 29, 2016 – Town Hall – Equity, Inclusion and Social Justice

Feb. 19, 2016 – Black Cultural Center (BCC) Art Reception w/ Special Guest Mrs. Loretta Milton and Family

Feb. 8, 2016 - STEM to Science Technology Engineering Art Math (STEAM) Symposium

Feb. 4, 2016 – Affirmative Action meeting
Jan. 18, 2016 – Martin Luther King (MLK) Peace Breakfast
Dec. 1, 2015 – Oregon State SMILE Program meeting
Nov.16, 2015 – Students of color gathering
Sept. 14, 2015 – Engagement Workshop
March 1-3, 2015 – Infinite Possibilities Conference
Jan. 19, 2015 – MLK Peace Breakfast
Oct. 24, 2014 – “Welcoming Diversity: Valuing the Differences Among Us”, workshop
Oct. 9, 2014 - Black Graduate Student Association
Aug. 4, 2014 - Diversity Mentoring talk
April 15, 2014 – *American Promise* film
Jan. 20, 2014 – MLK Peace Breakfast

Center for Sustainable Materials Chemistry (CSMC)

Training initiatives:

Sustainable Materials Research Training (SMaRT) Experience is targeted toward URM in science and engineering. We usually have at least 50 percent women and a high percentage of underrepresented groups (URG).

This year (n=13)

- Female, 50 percent
- Male, 50 percent
- Native American, 8 percent
- African American, 17 percent
- Hispanic, 33 percent
- Asian, 17 percent
- Caucasian, 50 percent

Positions and programs designed to promote access:

We promote diversity in all of our positions from undergraduate research to postdoctoral appointments.

One-time events and speakers:

We actively participate in SACNAS annual conference and other activities thru SACNAS. For example we sent Juan Carlos Ramos to the SACNAS Leadership Program. <http://sacnas.org/events/leadership>

Career success:

We just had three postdocs from URG accept jobs outside of the center: one at a national lab in Europe, one in industry and one in academia.

Educational Opportunities Program (EOP)

Contact: Janet Nishihara

- Courses Taught
 - Academic Learning Services 199: U-Engage: Histories of People of Color in Oregon, Fall 2015
 - Academic Learning Services 199: U-Engage: What am I doing here?!: Being first in the family to go to college, Fall 2015
 - CSSA 520, Multicultural Issues in Student Affairs, Winter 2016
- Research and Grants
 - McAloney, K, Extended Campus Research Award, 2015, \$8000. Research on underrepresented students perceptions of online learning. *In progress*.
 - McAloney, K. & Nishihara, J., OSU StoryCorp: Look at them now: OSU administrators and faculty who were first generation College Students. December, 2015. *Currently under edits*.
 - Women's Giving Circle, request funding for Student Advisory Council
- Publications
 - Nishihara, J. & McAloney, Fernandez, N., *Untold stories: Histories of students of color at Oregon State University*. December 2015. Retrieved from <http://wpmu.library.oregonstate.edu/oregon-multicultural-archives/2015/12/05/campus-tour-guidebook-2/>
 - McAloney, K. & Nishihara, J., *Oregon's Untold Stories: diversity at OSU and beyond*. August 2015. Retrieved from <https://courses.ecampus.oregonstate.edu/oer/oregons-untold-stories/>
 - *Identity as Part of Community*. McAloney, K & Garcia, C., Hofschneider, M. (November 2015). Presented to ALS 199: Coming of Age Through Humorous Narratives. Corvallis, OR.
- Conference Presentations
 - *These are the stories: What I want student affairs to know*. McAloney, K. & Stanton Schnebly, H. (April 2016). Session presented at the 2016 Undocumented and Queer in Higher Education Conference. Pullman, WA.
 - *Rethinking the role of cultural centers in student success*. McAloney, K. & Rivera-Mills, S. (January 2016). Session presented at the 2016 American Association of Colleges & University General Meeting. Washington D.C.
 - *Untold Stories: Histories of Students of Color at OSU*. Fernandez, N. & McAloney, K. & Nishihara, J. (January 2015). Session presented as part of the 2016 Oregon State Dr. Martin Luther King Jr. Celebration. Corvallis, OR.
 - *Practicing Justice with Graduate Teaching Assistants*. McAloney, K. & Rains, S. (January 2015). Session presented as part of the 2016 Oregon State Dr. Martin Luther King Jr. Celebration. Corvallis, OR.

- *Revisiting Grit and Resilience*. Creighton, C. & McAloney, K. & Nishihara, J. (January 2015). Session presented as part of the 2016 Oregon State Dr. Martin Luther King Jr. Celebration. Corvallis, OR.
- *Bridge programs: Creating student access opportunities through cross-cultural collaborations*. McAloney, K. & Hughbanks, C. (November 2015). Session presented at the 2015 National Association of Student Personnel Administrators (NASPA) Western Regional Conference. Oakland, CA.
- *Bridge programs: Creating student access opportunities through cross-cultural collaborations*. McAloney, K. & Garcia, C. (November 2015). Session presented at the 2015 College Reading and Learning Association Annual Conference. Portland, OR.
- Diversity Campus Involvement by Program Faculty
 - Multiracial Aikido Student Retreat, January 2016
 - Professional and Managerial Internships in State Employment (PROMISE) Program Advisory Committee
 - Faculty Advisor (Hmong Club, Asian Pacific American Student Union (APASU), Cambodian Student Association, Kappa Delta Chi, Inc.)
 - Crossroads International Film Festival Board Member
 - Work group developing support for Undocumented (Tuition Equity) Students
 - Community Diversity Relations planning group
 - Martin Luther King Jr. Planning Committee
 - President's Commission on the Status of Women (PCOSW)
 - Association of Faculty for the Advancement of People of Color (AFAPC) (planning and mission/vision committee)
 - Diversity in Advising member
 - Major Professor for College Student Services Administration (CSSA) graduate students
 - Graduate Council Representative on numerous committees of students of color
 - Asian & Pacific Cultural Center (APCC) Advisory Board Members
 - Planning Committee, Pacific Islander symposium
- Conferences Attended (Professional Development)
 - Power of One Conference
 - Undocumented and Queer in Higher Education
 - NASPA Western Regional Conference
- Other Diversity Involvement
 - Webinar – Background vs. Behaviors: Understanding Underserved Populations through Noncognitive Assessment
 - Robin Di'Angelo workshop

- Social Justice Tour – Ethnic Studies Ethnohistory Methodology

Division of International Programs (IP)

Contact: Mark Hoffman

Oregon State IP is committed to the diversity of our campus and community. IP provides ongoing support and services to over 4,000 international students (roughly 11 percent of the total student population) from over 100 countries, while also facilitating cross-cultural programs for approximately 500 students yearly who study, intern and conduct research internationally.

IP has hired an international student case manager to oversee care, conduct and crisis situations involving international students and their dependents.

To better assist Chinese- and Arabic-speaking students with cultural adjustment, INTO OSU has hired two language and culture advisors to serve these student populations, which represent a majority of Oregon State's international student community.

In order to provide greater access to study abroad opportunities to underrepresented minority groups, IP has made funding available to Pell-eligible students who would like to participate in the *Information and Global Social Justice* faculty-led study abroad program.

IP and INTO OSU recently partnered with the Center for Teaching and Learning (CTL) to host a symposium on "Inclusive and Global Classrooms," which was attended by more than 100 faculty and professional staff.

IP has partnered with other campus units (including Diversity & Cultural Engagement (DCE), University Housing & Dining Services (UHDS), Student Affairs and INTO OSU) to promote awareness and ensure accommodations for religious holidays like Ramadan.

The Global Village Living-Learning Community pairs international and domestic students and offers globally-themed residence hall programming aimed at providing key components of a study abroad experience—including living and interacting with peers from diverse cultures—right here at Oregon State.

Honors College (HC)

Contact: Toni Doolen

- In the Learning Innovation Center (LInC), the conference rooms and reception doors in the HC are heavy and difficult to open. We are working with facilities to ensure that our space is easily accessible for all who come to our offices.
- The HC is partnering with two other academic colleges to complete an NSF grant proposal to support Pell-eligible/high-need STEM students in HC access and completion.
- We have created a student focus group, which is assigned to develop a new, need-based

scholarship to offset the approved increase HC differential tuition. This scholarship will be in put into place in fall 2016 and is intended to ensure that HC access is available to all students, not just to students/families with the financial means to support enrollment in the HC.

- A subcommittee of HC faculty and staff have worked together to develop equity and inclusion language to be incorporated into all HC position descriptions. This includes two elements. First, a values statement in the high-level position description describes the HC commitment not only to equity, inclusion and diversity but also to supporting employees in the process of learning about and advancing these priorities. Second, a statement immediately above the percentage breakdown of specific job responsibilities has been drafted and indicates that those values should be implemented throughout the responsibilities. We decided on this approach rather than assigning a specific percentage of the job duties to equity and inclusion, to avoid the perception that this work, if assigned a particular percentage, is less important than and/or separate from other responsibilities.
- We have supported the development of multiple programs for HC students on various issues related to equity, inclusion and diversity. The following programs provide a snapshot of the types of programing and conversation that have taken place in the current academic year:
- “Navigating the Isms,” led by West Hall Community Relations Facilitator (CRF) staff member Raven. Students learned:
 - About the five faces of oppression and how they manifest into “isms”
 - How to recognize and spot when an “ism” occurs or takes place
 - How to recognize the historical context of “isms”
 - And how to create a community to combat “isms”
- Sponsorship of the Diversity Career Symposium 2016
 - Promoted this event to our students from diverse backgrounds and veterans and provided transportation to attend the event.
- Women’s Giving Circle Grant Proposal – Building a Better Community through Literature and Dialogue
 - Our objectives with this program is to engage second- and third-year students in meaningful discussions surrounding social justice issues to create a more aware, informed and respectful Oregon State community. With the theme of social justice, students will begin to develop a critical perspective to challenge paradigms, and develop tools to become an informed change agent.
- Literary Arts Trip to attend a lecture by Mohsin Hamid
 - An opportunity for HC students to read *Moth Smoke* by author Mohsin Hamid and hear from the author on April 28 in Portland.
- Dinner with Dr. Larycia Hawkins –May 9
 - HC students welcomed Dr. Larycia Hawkins to Oregon State on May 9 for dinner as part of the Hundere Endowment. Dr. Larycia Hawkins was part of a large scale movement of Women in Solidarity with Hijabs.
- Expansion of HC Peer Mentoring Program to include transfer students and students from rural backgrounds – beginning in fall 2016

- HC sponsorship and participation in Mi Familia
- HC is undergoing our external program review in mid-May. We have asked that issues of equity, inclusion and diversity be one of the lenses through which the external review is completed. The associate director of the National Center for Institutional Diversity (NCID) will be one of the two external reviewers to help in this assessment.

Oregon Sea Grant

Contact: Pat Kight, Tiffany Woods

[Oregon Sea Grant](#) Communications has made accessibility a priority. It ensures that its web content, from text and static images to downloadable publications and multimedia, is fully accessible to visitors with sensory, mobility and cognitive disabilities. All of its approximately 120 online publications are handicapped-accessible. Additionally, Oregon Sea Grant has been adding closed captions to the videos it produces and posts on its YouTube channel. The director of Disability Access Services (DAS) at Oregon State said, “If all organizations were to follow Oregon Sea Grant’s example in making content accessible, the world of information would truly be a better place, for all.”

OSU Alumni Association (OSUAA)

Contact: Suzanne Phillips

- Formation of the OSUAA Alumni Diversity Network Steering Committee to assist with the direction of OSUAA activities and programs geared toward reconnecting with our alumni and supporters of multicultural and diverse backgrounds.
- Continue to collaborate, become a member and/or sponsor on-campus and community programs and activities that support our students, alumni and supporters of multicultural and diverse backgrounds.
- Actively engage with our diverse alumni populations in our key regions to involve them in volunteering and attending events.

OSU Campus Coalition Builders

Contact: Jodi Nelson

The group’s purpose is prejudice reduction, coalition building, and creating communities where everyone wants to belong (<http://oregonstate.edu/studentaffairs/campus-coalition-builders>)

- Celebrated 16th year as a campus affiliate chapter of the National Coalition Building Institute, International (NCBI);
- Sponsored 20 hours of social and human justice training with NCBI senior trainers for 30 Oregon State staff and faculty in the NCBI prejudice reduction and community building model
- Showcased as a best practice chapter at the 2016 NCBI annual campus conference; presented on topic of “Using NCBI Principles to Create Team Philosophy & Purposeful Leadership”

- Offered three sessions of the eight-hour, interactive workshop “Welcoming Diversity: Valuing the Differences Among Us” for 99 students, staff, faculty and community members

OSU Libraries and Press (OSULP)

Training and professional development initiatives:

Gregorio Luis Ramirez (Analyst Programmer, OSULP) was on the planning group for the regional meeting of the Society for Hispanic Professional Engineers, held on the Oregon State campus April 14-15.

OSULP department heads are working with all faculty and staff to determine individual professional development goals related to diversity, inclusion and equity. We are also working on embedding language related to diversity for all position descriptions.

OSULP is planning to collaborate with the University of Oregon Libraries in the next year to bring a workshop on racism and its implications in library work to Oregon.

Positions

In the last two years, the library has re-focused two teaching librarian positions to improve and expand the Libraries' services for students from traditionally underrepresented populations. The first, Student Engagement and Community Outreach Librarian, was filled in the summer of 2014. This librarian has built relationships across campus, resulting in a variety of small but meaningful connections with underrepresented students including: workshops for EOP students engaged in research, conversations between the Human Services Resource Center (HSRC) Coordinator and library circulation to improve support for homeless students and outreach to WGSS students creating zines to tell their story. We just hired a STEM Outreach and Engagement Librarian to work with underrepresented and underserved student populations in STEM. She begins July 1.

We created a Diversity Scholar Team to develop a program that would recruit students of color into librarianship and while the scholar is in an accredited Master of Library Science program, she/he would get on-the-job training at Oregon State Libraries. The committee will be working with a PROMISE intern this summer, whose research and guidance will help shape the program and launch the marketing to recruit Scholars for a target start date of fall 2017.

Teaching and Programs designed to promote access, diversity and equity, scholarships

Margaret Mellinger (OSULP) partnered with Ann Harris (Open Campus Coordinator, Hood River and The Dalles) on an alternative spring break “technology experience camp” on March 23 and 24 at Columbia Gorge Community College. Twenty middle school and 13 Latino/a high school students from the Juntos program attended. Oregon State students on their own spring break worked with 4-H leaders from Wasco and Hood River Counties to deliver the content.

Margaret Mellinger served as Co-Program Manager for ChickTech, a non-profit organization that encourages girls to consider careers in technology by delivering hands-on technology experiences for high school girls who would otherwise not have the opportunity. Fifty-seven girls from seven area high schools participated in two-day workshops held on the Oregon State campus, including robotics, soft circuits, 3D printing, web presence, computer games and smartphone apps.

Students in ENG 200, a required course for all English majors taught by librarians, analyze a novel they are annotating using Nina Flores's "50 Ways to Up Your Critical Analysis Game" (<https://ninamflores.com/2015/01/29/50-ways-to-up-your-critical-analysis-game/>) and share their thoughts with others in a book review posted to Tumblr. This assignment encourages students to consider the novel using a social justice lens.

Teaching & Engagement Department (TED) librarians, working together with librarians from Library Experience & Access Department (LEAD) and Collections, submitted a proposal to build a Presidential Reading Collection. This collection will be housed prominently on the library's Main Floor and feature new and classic books on topics related to important campus conversations. The first collection displayed will build on issues raised by the Students of Color Speak Out in fall 2015. This collection will provide students with a place to independently explore works of fiction and non-fiction that will help them learn about, contextualize and participate in campus conversations about challenging and important topics.

Teaching librarians are working in partnership with the Academic Success Center (ASC) to offer courses designed to help students take advantage of high impact learning experiences like study abroad and undergraduate research. The first of these courses, *Information Social Justice: Barcelona*, will pilot in the summer 2016. The target audience for this faculty-led, study abroad course are heritage Spanish speakers. More than half of the students recruited for the pilot trip are students of color.

TED librarians worked with Veteran Services and the Writing Center to provide drop-in services targeted at student veterans, a program they plan to repeat in fall term.

TED librarians created a [research guide](#) to support the Exploring White Identity (EWI) workshop for staff and faculty, and are working with a student to create a guide to go with the Multiracial Aikido program.

One-time events and speakers

TED librarians are currently partnering with the Corvallis-Benton County Public Library on a speaker series about the cultures of the Middle East. The goal of this series is to promote understanding throughout Corvallis as the Oregon State community diversifies.

As part of Library and Information Studies (LIS) Mental Health Week, a nationwide awareness campaign co-founded by an Oregon State librarian, information about mental illness and health

was sent out to library staff daily, focused on education and connecting people to local services. A speaker from Counseling & Psychological Services (CAPS) discussed mental health issues facing people in caring professions such as library work.

ChickTech held an entrepreneurship workshop in the Valley Library on April 30 for high school girls to learn how to write a resume, create an elevator speech and use PowerPoint and Excel.

OSU Press author R. Gregory Nokes, author of *Massacred for Gold: The Chinese in Hells Canyon* and *Breaking Chains: Slavery on Trial in the Oregon Territory*, continues to be a highly sought after speaker across the state. *Massacred for Gold* is about the massacre of 30 Chinese miners in Oregon in 1887.

Other items of interest

OSULP placed an “Everyone is Welcome” banner at our main entrance right after the first Town Hall.

OSU Press author Michael Helquist’s book *Marie Equi: Radical Politics and Outlaw Passions*, about a lesbian doctor in Oregon in the 19th century, was named a 2016 Stonewall Honor book by the American Library Association’s GLBT Round Table.

OSU Shared Services

Contact: Linda Powell

Oregon State’s Shared Services organization is comprised of seven business centers, which are staffed by 180 employees committed to providing exemplary customer service. Recognizing that we have direct contact with virtually every faculty, staff and student employee during their work careers at Oregon State, and the impact we have in every interaction we have within the Oregon State community, we seek to continuously enhance our understanding of and appreciation for diversity and inclusion. We foster a culture of inclusion through ongoing education and professional development. Recent examples include:

- On Oct. 1, 2015, approximately 50 business center staff members attended a workshop coordinated by the University Administrative Business Center (UABC): “How to create a high performance, Gender Intelligent organization”, presented by John Fayad, Senior Associate, Gender Intelligence Group of the Human Capital Institute
- On March 3, 2016, OSU Shared Services hosted the Business Center Professional Development Day with approximately 150 business center staff members in attendance.
 - Dr. Larry Roper presented the keynote speech: “What is Social Justice and Why Does it Matter? An introduction to the concept of social justice and why it should matter to you.”
 - Carol French of Figure 8 Consulting led a workshop: “Standing in the Margins & the Mainstream: Putting the ‘I’ in Inclusion.”

- On March 29, 2016, Shared Services and the Office of Human Resources co-sponsored a College and University Professional Association for Human Resources (CUPA-HR) virtual workshop for all HR staff: “The Multiplier Effect of Inclusion”.
- On April 1, 2016, more than 50 business center staff members attended a training organized by UABC: “Leading with Four Generations in the Workplace”, which offered strategies for creating a work environment that actively demonstrates inclusion of a multigenerational workforce. Presenter Alan Cabelly teaches and coaches in Human Resource Management and Leadership at Portland State University.
- On April 8, 2016, the Agricultural Sciences & Marine Sciences Business Center (AMBC) hosted Dr. Amarah Kahn, Associate Director of Global Diversity Initiatives, who gave a presentation to over 30 employees at AMBC’s retreat: “Cultural Competency in a Diverse Environment”.

Outreach and Engagement (O&E)

Contact: Jeff Sherman

O&E – Open Campus

- Through the Oregon State Juntos program, the OSU Juntos - Open Campus team is working with communities in rural Oregon to empower Latino families. More than 1,400 parents and kids in 14 locations are building higher education paths. Our partnerships include school districts, community colleges, universities and non-profits. The Ford Family Foundation invested \$148,000 in Juntos during 2015/16 to maintain 100percent high school graduation rates. In 2016 Dr. Daniel Lopez-Cevallos joined the team to help design the evaluation component of Juntos which will now include powerful data about discrimination and community engagement.
- Juntos built for the last four years a strong network with Latino communities across the state. Cultural and educational opportunities were created through this relationship by designing, planning and presenting events like:
 - Community festivals in Central Oregon
 - Latino Film Festival
 - Fiesta Latina (Cycle Oregon)
 - Noche de Alma Latino Americana music, arts and dance in Corvallis
 - Oregon State Juntos Family Day on campus, and many more

O&E—Strategic Initiatives

- Native American Pipeline Proposal (Guillermo Giannico and Randy Rosenberger, co-conveners)
- The O&E (in partnership with Anne Gillies and Jane Waite) coordinates the Diversity Catalyst Team with two main objectives:
 - Create and sustain an equitable organizational culture that is inclusive and continually strives to integrate diverse perspectives.

- Become an organization composed of people with varied identities, experiences, perspectives and types of expertise in order to effectively serve an increasingly diverse population.
- Leadership Development Program for Executives
 - As a leadership development program for the O&E, all participants are reading, *Waking up White* by Debby Irving had a facilitated conversation about the book on April 27.

Outreach and Engagement – Extension and Experiment Station Communications (EESC)

Contact: Jennifer Alexander

- Four professional faculty completed initial search advocate training, and others maintained their search advocate status through continuing education.
- Professional faculty in our unit who have not yet completed search advocate training have set it as a professional development goal for 2016.
- Professional faculty and support staff served (or are currently serving) as search advocates on several committees throughout the university, including positions within the division, Oregon State Extension, University Housing & Dining Services (UHDS), and other departments.
- Ariel Ginsburg (EESC), Dionisia Morales (EESC), and Luisa Santamaria (Oregon State Extension) received a professional development grant from the Association for Communication Excellence (ACE) for their project: What Workers Think: Communication Needs Assessment for Latino Farm and Nursery Workers. The results of the project will give us clearer insight into the type of projects we consider making available in Spanish and how we deliver that content. This hands-on needs assessment will fill a gap that can exist between the public and Oregon State Extension faculty and communicators.

STEM Leaders Program

Contact: Andy Karplus

The OSU STEM Leaders program is an NSF-funded initiative to improve the success, retention, and persistence to graduation of students under-represented in STEM disciplines. With Kevin Ahern as the PI, the program is administratively housed in the COS in Biochemistry and Biophysics Department, but the program involves multiple colleges. The program employs strategies previously proven to improve success in achieving program goals. They include a U-Succeed orientation class in the first term that orients program students to Oregon State and provides them with training in professionalism and preparation for working in a research laboratory. In the second term, students begin the first of three terms of paid work in Oregon State research labs. Peer mentors help assist program students in their transition to Oregon State and in adjusting to the research environment. Students participate in three workshops per term. Themes include research ethics, professionalism, career planning, communication and more. A retreat in the spring focuses on socialization and job/presentation skills. At the end of the research experience, students present the results of their work in a symposium. The first

year retention rate of students in the program is over 90 percent to date. The program goal is to increase the six-year graduation rate by at least 10percent for these students.

In the first two years of its five year program, the program has been supplemented with funds from the Oregon State Research Office and tCOS, COE, and CAS. Now, beginning in the third year, students from COF and CEOAS will join students from the founding colleges in the program. Sophie Pierszalowski is the program coordinator and Kyle Cole is the U-Succeed instructor and workshop organizer.

Student Affairs - Adventure Leadership Institute (ALI)

Contact: Josh Norris

We have been working on a unique Difference, Power, and Discrimination Program (DPD) emphasis through the vehicle of Adventure and Risk. Individuals explore both group identity and development phenomenon first hand. Co-taught with the Associate Director of the Cultural Resource Centers Jason Dorsette, Malinda Shell of Student Health Services, and the (ALI).

Human Group Dynamics (KIN 231)

3 Credits / Spring / 221 Dixon Upper Classroom

Learn the basics of group development, interaction as groups change over time. Teaching in our experiential learning environment is working not only on individual skills and development but working and learning in small groups of 10-20. This course will provide an opportunity for leaders to gain a better understand of the group learning process.

Student Affairs – Center for Civic Engagement (CCE)

Contact: Emily Bowling

- Need-based travel grants for the alternative break program in the CCE implemented to reduce financial/SES access barriers for students interested in participating in our weeklong community-engaged learning trips
- Student Leadership & Involvement (SLI) engaged in dialogue and trainings with professional and student staff about gender identity and gender pronoun tags and has moved toward providing options for all staff to select gender pronouns of their choosing to reflect their gender identity to accompany their staff name tags. Staff can order multiple gender pronoun magnets to switch up the ones they want to use on a given day, elect to wear none at all, or to wear one that reads, “Ask me about my pronouns.” This effort serves to start conversations about gender identity, the gender binary, and cisgendered privilege.
- Hunger & Homelessness Awareness includes collaborative programs from the CCE, Associated Students of Oregon State University (ASOSU), HSRC, and Pride Center. Hungry for Change food insecurity program which explores realities and causes of hunger and food insecurity in Oregon and the United States. The Faces of Homelessness

panel provides space for people currently or previously experiencing homelessness to share their personal narratives in order to dispel overgeneralizations and stereotypes about people experiencing homelessness. The week looks at intersections between poverty and housing and food insecurity and mental health, LGBTQ+ identities, veteran status, education level and access, and SES.

- Growing Food Security (GFS) is an ongoing collaboration between the HSRC, Student Sustainability Initiative (SSI), and CCE. GFS creates a space for individuals to become aware, engaged and advocate for a holistically sustainable food system on the Oregon State campus through garden-based education, food security dialogues and contributions to the OSU Emergency Food Pantry.
 - Mission: We create a space for education, engagement and advocacy that promotes a sustainable and equitable food system for Oregon State community members.
 - Vision: We believe that every person has the right to be an active and informed participant in a sustainable and equitable food system, with unrestricted access to these systems.

Student Affairs – Counseling & Psychological Services (CAPS)

CAPS International Work:

- Present three times a year at the International Student Orientations for INTO OSU and general international students
- Cofacilitate three times a year the Healthy Relationships program (highlighting sexual assault and other safety issues) with INTO OSU staff
- Continuous conversations between INTO OSU, International Student Advising and Services (ISAS) and CAPS on procedures for supporting international students when medical/psychological issues arise that impact academic progress/success
- CAPS staff member wrote a Pepsi grant and received \$6,000 grant monies to support the first International Student Identity Retreat
- CAPS staff member cofacilitated the first retreat on identity development for international students in collaboration with DCE staff Amarah Kahn
- CAPS staff facilitated an international student support group spring 2016

Students of Color Initiatives/Programs

- Co-wrote a Bringing Theory to Practice Well-being Grant through the American Association of Colleges and Universities in collaboration with DCE and received \$10,000 external funding for a Minority Male Success Initiative proposal
- CAPS staff serve as supportive liaisons to the following cultural/resource centers: Native American Longhouse (NAL), BCC, Cesar Chavez Cultural Center (CCCC), Women's Center, Pride Center, and APCC
- Provide a bi-weekly drop in group at the Pride Center to support LGBTQ students
- Provide a weekly group for students who identify as transgender
- CAPS staff serve as faculty on Racial Aikido (RA) and EWI (Data forthcoming)
- CAPS staff member co-led the establishment of a Connect Week program for multiracial

students

- CAPS staff member co-led the planning and implementation of the first retreat for multiracial students
- CAPS student staff assisted in the planning and facilitation of a mental health curriculum for the Oregon State football team
- CAPS staff member co-facilitated the Graduate Women Student of Color Support group for fall/winter terms 2016
- CAPS staff member collaborated with CCCC staff in joining a civic engagement project to teach well-being practices at a bilingual/bicultural Corvallis elementary school
- CAPS staff led a U-Engage class that teaches well-being practices at a bilingual / bicultural Corvallis elementary school
- CAPS / Mental Health Initiative "Flourishing @ OSU Lecture Series" highlights three out of four speakers from racially/culturally diverse backgrounds to share experiences of resilience and flourishing
- CAPS staff member co-led an Intercultural Retreat to bring participants from all identity retreats together (RA, EWI, Multiracial Retreat, International Student Retreat)

Other Diversity Work

- CAPS staff member serves as the liaison to the group Spiritual Life @ OSU
- CAPS staff member serves on the committee to choose a vendor for captioning services at Oregon State
- CAPS staff presented at national professional conference on the topic of "Exploring Therapist Dynamics Regarding Diversity in Groups" in New York
- CAPS staff working to create an inclusive statement of our support in social justice work for CAPS website

Faculty / Staff Work

- CAPS staff member led an EWI and Corrective Action Workshop for staff during Training Days (55 participants)
- CAPS staff member led in collaboration with other offices the first EWI and Corrective Action 1½ day workshop for faculty and staff at Oregon State with 105 applicants who applied (24 were admitted) (Data forthcoming) with two follow-up sessions each term
- CAPS is targeting new counselor hires with specific emphasis on diverse language abilities (particularly Spanish, Arabic, Mandarin Chinese)

Student Affairs - Disability Access Services (DAS)

- Whenever we have a webinar related to disability issues we invite a broad cross-section of stakeholders to attend to learn more about students with disabilities in relation to different intersecting points on campus
- This year we have a designated person from DAS as a liaison for each cultural center on campus. Each liaison is working with their respective cultural center around training, presentations, visibility, etc.

- This year we have started to require student workers to attend professional development training each term. DAS provides the training which focuses on different aspects of disability awareness.
- Gabe Merrell (Equal Opportunity and Access [EOA]) and I trained over 50 student leaders at the beginning of the year regarding creating events with Universal Design principles, how to do it.
- Alex has been working with Technology Across the Curriculum (TAC) around two issues.
 1. A pilot in which there are multiple offices partnering on a Request for Proposal (RFP) for an Oregon State vendor for captioning. This means different departments will be able to work directly with this approved vendor for captioning (meeting our Oregon State/DAS captioning guidelines).
 2. Lois Brooks has agreed to pay for the ReadSpeaker and TextAid for Canvas plug-ins for four years. The aim is for a fall term activation of the plug-in accompanied with support and instructional materials on how to use and activate the plug-in for instructors and students.

Student Affairs – Diversity & Cultural Engagement (DCE)

Contact: Allison Davis White-Eyes

Access Activities (recruitment and outreach on or off campus)

- Multiracial identified student initiatives:
 - Annual Kickoff event: Multiracial Connect/Welcome
 - Host monthly informal multiracial connection weekly meetings
- LGBTQ+ Multicultural Support Network re-launched
- Enhanced alumni relations
 - Forthcoming OSUAA and DCE meet and greet (August 2016)
- Hosted several middle and high school visitations
- Intentional support of the following offices and departments:
 - ASOSU
 - Center for Fraternity and Sorority Life
 - Student Health and Counseling
 - CAPS
 - WGSS
 - Various academic departments
 - Undergraduate Studies
 - UHDS
 - IP
 - SLI
 - EOP and Student Support Services (SSS) Programs
 - Office of the Dean of Student Life
 - Office of the Vice Provost for Student Affairs
 - OSU Foundation
 - OSUAA

- Intercollegiate Athletics
- Department of Public Safety
- University Relations and Marketing (URM)
- The Office of the President

Retention Activities (advising, mentoring events/programs that enhance student retention and graduation)

- CAMP Scholar Interns (CSI) workshop presentation: Mentoring 101
- Re-charged Diversity in Advising (DIA) Workgroup
- Re-established affinity based Advisory Councils
- Soft launch of the Oregon State minority male initiative, Men of Distinction
- Partnered to create the Department of Athletics diversity, inclusion and social justice/change initiative, Project Huddle
- Creation of the Women of Color Coalition mentoring group
- Myers Memorial Trust Grant Tutoring in four cultural resource centers

Speakers and Facilitated learning opportunities

- Cultural Organizing 101 partnership with US Department of Arts and Culture (May 6 - 7)
- Imagining Oregon State University in 2036 (May 17)
- *First Generation* film Screening and panel
- Forthcoming opportunity: Talanoa Mai which translates to “speak to me—share your thoughts with me” workshop for students and administrators.

Experiential Learning opportunities (workshops/retreats/service learning/international cooperative learning/undergraduate/graduate research/internships/)

- Twenty-eight internships completed through the PROMISE program
- Arts and Social Justice Practicum course introduced
- Launch of Multiracial Aikido retreat
- Men’s Development & Engagement Conference 2016
- Some student conferences attended:
 - US Hispanic Leadership Institute (USHLI)
 - National Student Leadership Diversity Conference (NSLDC)
 - Creating Change
 - Queer Students of Color Conference
 - Oregon Students of Color Conference (OSCC) 2015; Oregon State to host OSCC 2016 (November)
- Hosted national respected scholar Dr. Daniel HoSang during a program entitled Talk Story.
- Hosted a very successful Black History Month of activities, programs and workshops
- DCE professional staff teach Social Justice Leadership Foundation Course.
- DCE professionals have provided a host of social justice, inclusion and diversity workshops for members of the Oregon State Greek community—both housed and multicultural Greek community members.

Community Engagement (community engaged research/partnerships/grants—primarily off campus community engagement—Portland, Greater Oregon, Corvallis)

- DCE representation worked with the City of Corvallis to declare Indigenous People’s Day
- Engagement in Imagine Corvallis 2040
- Leadership Corvallis Guest Speakers
- Strengthen relations with Out and About LGBTQ+. youth group of Corvallis
- Professional staff from DCE, Pride Center, NAL Eena Haws, and Arts + Social Justice Living-Learning Community to be honored with the Pink Clipboard Award
- DCE representation on SB473, a bill that will require public Oregon universities to offer a name in use (preferred name) option and collect demographic data on sexual and gender identity.
- DCE representation on the Board of Directors for Casa Latinos of Benton County.
- DCE representation on City of Corvallis and Corvallis Community Relations Committee
- DCE representation and assistance with coordinating the annual African American Youth Leadership Conference at (600 + middle grade- 12th grade students)
- In conjunction with the Department of Anthropology, hosted repatriation of ancestral remains for the Eastern Shawnee Tribes
- Active partners in hosting Sexual Violence Awareness & Prevention month of activities
- DCE participation in annual MLK Day of Service at the Linn Benton Food Share

Individual student accomplishments or Student Organization accomplishments

- Student staff competed for Miss Aloha Hula at the 53rd Annual Merrie Monarch Festival in Hawaii

Grants/co-sponsorships

- NASPA Student Affairs Conference Scholarship for Multicultural Institute 2015
- OSU Women’s Giving Circle help to fund a graduate teaching assistant for the Women’s Center and launch the Women of Color Coalition.

Research/publications/conference presentations

- Martinez, C. (2016). A Taiwanese-Colombian Story: Becoming Enough. In Jefferies, M., Dimmett, M. (Eds.) Family: An iBook devoted to stories about multiracial/transracial families. NASPA Multiracial Knowledge Community: iBook.
- Forthcoming opportunity: Red and Yellow, Black and Brown: Researching Mixed Race, moderator, National Conference on Race and Ethnicity, San Francisco, CA, (June 1, 2016)
- Forthcoming opportunity: It’s All in the Mix: New Models for Understanding and Engagement, panelist, National Conference on Race and Ethnicity, San Francisco, CA, (June 2016)
- Forthcoming opportunity: Black, Male, and the Academy: A chat with new and mid-level Black male professionals, panelist, National Conference on Race and Ethnicity (NCORE), San Francisco, CA (June 2016)
- Forthcoming Opportunity: Utilizing Art and Cultural Democracy to Build Community on College Campuses, presenter, Los Angeles, California Cultural Centers in Higher Education Conference (CAACHE) (June 2016)

- Forthcoming opportunity: Bystander Prevention program with the intersectionality of social justice (discrimination, bullying, harassment, etc.) Presenter, Los Angeles, CAACHE (June 2016)

Other

- University Outreach and Engagement Vice Provost Award for Excellence
- Syrian Refugee Clothing Drive: Over 2100 pounds of warm clothing items sent to Erbil and Iraq.

Student Affairs – Student Leadership & Involvement (SLI)

Contact: Brain Laird

- Center for Leadership Development staff facilitated three “Leadership and Social Change” workshops to approximately 70 students as part of shared student staff training in September between SLI and DCE.
- Shared student staff training with departments of SLI and DCE also included the following sessions:
 - Leading with Social Justice Intentionality (Larry Roper)
 - Maximizing Our Power to Include (Angela Batista)
 - Universal Design (DAS Staff)
- SLI staff facilitated a cultural competency-related session titled “Creating Community through Customer Service” as part of a shared training with SLI and ASOSU student staff teams.
- SLI student staff training included an interactive performance by the Illumination Project social justice peer theatre as part of a shared training session with SLI, DCE, and UHDS. The focus of the performance was around microaggressions and immigration status.
- Emerging Leaders course (AHE 499) taught by Melissa Yamamoto in the Center for Leadership Development included activities exploring identity development using the Model of Multiple Dimensions of Identity, and introduces students to the concept of social justice.
- SLI co-sponsored/facilitated social justice retreats listed below, with most involvement with the retreats listed in bold font. Co-sponsoring departments include SLI, DCE, CAPS, UHDS, and IP. There were retreat facilitators from other departments on campus, too:
 - Racial Aikido
 - **Examining White Identity in a Multicultural World** (students version)
 - **Examining White Identity in a Multicultural World** (faculty/staff version)
 - Multiracial Aikido
 - International Student Social Justice Retreat
 - **Intercultural Spring Social Justice Workshop** (working name – final still to be determined. This is a follow-up in late May for participants of the previous student social justice retreats to continue their learning, community building and networking.)

- Need-based travel grants for the alternative break program in the CCE were implemented to reduce financial/SES access barriers for students interested in participating in our week long community-engaged learning trips
- SLI engaged in dialogue and trainings with professional and student staff about gender identity and gender pronoun tags and has moved toward providing options for all staff to select gender pronouns of their choosing to reflect their gender identity to accompany their staff name tags. Staff can order multiple gender pronoun magnets to switch up the ones they want to use on a given day, elect to wear none at all or to wear one that reads “Ask me about my pronouns.” This effort serves to start conversations about gender identity, the gender binary and cisgendered privilege.
- **Hunger & Houselessness Awareness** includes collaborative programs from the CCCE, ASOSU, HSRC, and Pride Center. Hungry for Change food insecurity program which explores realities and causes of hunger and food insecurity in Oregon and the United States. The Faces of Homelessness panel provides space for people currently or previously experiencing homelessness to share their personal narratives in order to dispel overgeneralizations and stereotypes about people experiencing homelessness. The week looks at intersections between poverty and housing and food insecurity and mental health, LGBTQ+ identities, veteran status, education level and access, and SES.
- **Growing Food Security** is an ongoing collaboration between the HSRC, SSI, and CCE. GFS creates a space for individuals to become aware, engaged and advocate for a holistically sustainable food system on the Oregon State campus through garden-based education, food security dialogues and contributions to the OSU Emergency Food Pantry.
 - Mission: We create a space for education, engagement and advocacy that promotes a sustainable and equitable food system for Oregon State community members.
 - Vision: We believe that every person has the right to be an active and informed participant in a sustainable and equitable food system, with unrestricted access to these systems.
- **Powered by Prison Orange:** Panel discussion and dialog about the complexities of achieving holistic sustainability when one or more of the pillars (social, economic and environmental) counteract. Highlighting the need for fair prison wages, Oregon State’s solar panels were built by incarcerated people making \$0.73/hour.
- **Starbucks' Ethical Coffee:** Director of global coffee quality, Mark Brown, gave a speech about global sourcing and the responsibility of a for-profit business.
- **Fair Trade Study Break:** Tabling event. Raised awareness concerning the importance of sourcing fair trade items.
- **Earth Justice Mural:** Part of Beyond Earth Day. People walking through the Memorial Union Quad stopped and wrote poems/drew pictures to express their love and support for social justice.
- **Website translation:** SSI is translating the content of our website and all marketing material from English to the three most commonly used languages at Oregon State- Spanish, Arabic, and Mandarin. Aiming to launch in fall 2016.
- **Oregon Higher Education Sustainability Conference (OHESC):** Staff joined campus professionals, faculty, and students for two days of dialogue, networking, and training at

the 2016 OHESC. Emily Bowling and Jen Christion Myers presented, “Walking the talk: Applying fair trade learning principles to Alternative Breaks”.

- **Association of College Unions International (ACUI):** Annual conference and programs offered to students focused on food security and social justice. Students from the GFS Initiative (noted above) presented about their work and hosted a garden work party and Emily Bowling and Jen Christion Myers presented “Seeing systems: Integrating holistic sustainability initiatives to advance social justice.”
- **Kombit Screening:** Film screening about reforestation efforts in Haiti.
- **Just Eat It:** Screening of a movie about social justice and food security.
- **EDventure Linn Benton Food Share:** Volunteers repackaged food (For example, frozen vegetables, cereal, beans, etc.) into smaller containers that were distributed to those experiencing food insecurity. (Part of GFS.)
- **Nicaraguan Social Movements and a Sustainable Planet:** Three Nicaragua-based representatives of Via Campesina talk about their own experiences as agroecologists in social movements.
- **Weekly garden work parties:** Raise awareness about the importance of food systems and have small discussions about social justice and food security. (Part of GFS)
- **Cooking workshops and discussions about food security:** Raise awareness about the importance of food systems and have small discussions about social justice and food security. (Part of GFS)

Student Affairs - University Housing & Dining Services (UHDS)

Contact: Brandi Douglas

We have split our diversity points of pride into two categories: Standard Programs & Initiatives, programs that UHDS has continued to implement or sponsor on an annual basis; and New Programs & Initiatives, programs that UHDS has implemented or sponsored in the 2015-2016 academic year.

Standard Programs & Initiatives

Community Relations Facilitator (CRF) Training & Program

- Training focuses on Social Justice Education foundations, facilitator training, and teambuilding
- CRFs are live-in student staff members who specialize in social justice education in the residence halls.
- Program includes social justice workshops focusing on topics of identity, privilege and oppression, and social justice action. Workshops are put on three times per term. CRFs also put up bulletin boards on social justice topics as well as create and maintain relationships with students, UHDS staff and campus partners who also focus on social justice work.

Student Staff Social Justice Training

- Engaged UHDS student staff on social justice and student leadership including taking student staff on the OSU Stories of Students of Color Tour and large student presentations about microaggressions and how to combat them and cultural appropriation.
- Co-Sponsored bringing Portland Community College's *The Illumination Project* to campus along with SLI, DCE, and ASOSU. The event brought together student leaders from across campus to engage in social justice conversations around race and immigration.

CAMP Scholar Internship (CSI) Orientation & Program

- Orientation for 10 CAMP students who were selected to participate in the program. Topics included information about the program, time management, connection with alumni of the program and academic skill training.
- The program is collaboration with tCAMP, selecting 10 CAMP students who come from seasonal farm work and migrant backgrounds to intern within UHDS. The internship provides skills in identity development, academic development and leadership development through six hour internships within UHDS units and four hours of professional development through weekly meetings and connection to the CSI Mentor.

Racial Aikido

- One of the five Oregon State Social Justice Retreats in collaboration with CAPS, SLI and DCE
- Focuses on empowering and preparing students who are personally affected by issues of racism to feel better equipped to handle these situations using the principles of aikido (recognize, respond and replenish).

Social Justice Retreats

- Continues to support the following retreats through being the administrative point for most of the retreats and being in coalition with staff members of CAPS, SLI and DCE: Multiracial Aikido – a one day retreat based on principles of Racial Aikido for students who want to have a better understanding of their multiracial identities; Examining White Identity in a Multiracial World – a retreat that focuses on White identity development, White privilege, and oppression in both personal and institutional contexts, while introducing strategies to dismantle oppressive systems; International Student Social Justice Retreat – a retreat focusing on the experiences of international students through social justice tools and techniques; and, Intercultural Social Justice Retreat – a one day retreat that connects students who have experienced one of the four social justice retreats and focuses on how to utilize the skills learned in their lives and on campus.

Speaking Justice

- In collaboration with DCE and Residence Hall Association, Speaking Justice is a night of spoken word by members of the Oregon State community and a spoken word artist, this

year Timothy DuWhite was invited to campus. Event takes place during Oregon State's MLK Celebration.

- Workshop during the day given by Timothy DuWhite titled "HIV and the State" which focused on how race, gender, class and "the medical industrial complex" inform how we talk about, treat and live with HIV/AIDS.

Bias Response Protocol

- Created in collaboration with UHDS Residential Education, the bias response protocol allows residents in the halls to report if a bias incident occurred to any UHDS live-in staff member.
- We train all live-in staff to look for signs of a bias incident and to be able to give resources and support to those who have experienced bias.

UEXP 407 – Foundations of Social Justice Leadership

- In collaboration with DCE, this course is designed for the UHDS CRFs and the DCE Leadership Liaisons to learn and understand the core foundations of social justice education and its connections to their work as student leaders

Economy Housing Program and Newsletter

- UHDS Economy Housing Program holds economy triple spaces for first year students who come from low-economic situations.
- The newsletter, in collaboration with the HSRC, informs incoming first year students who come from historically low economic situations about the economy housing program and meal options in UHDS as well as the programs available through the HSRC and other campus/community offices.
- The newsletter is sent out in April, May and July.

Gender Inclusive Housing

- UHDS continues to add more gender inclusive options for our students.

UHDS Dining

- MakeCents Meals – nutritious meals offered at a great price and available within all dining centers to assist community members who are experiencing food insecurity
- Halal – offer Halal certified proteins in Southside Station so that our guests who follow a Muslim diet can have safe protein with their meals.
- Menu Labeling – we label all out menus so our guests with dietary guidelines can enjoy meals in all the dining centers.
- Culturally Diverse Menus – Menus that feature the foods from different countries, allowing all our guests to sample, enjoy and be educated on the different foods of the world.

New Programs & Initiatives

Social Justice Training Modules

- Created four training modules and handbook information for UHDS student staff who have a customer service focus.
- Training topics include Introduction to Personal and Social Identities, Strategies to Engage International Students, Lived Experiences in a Community and handbook information on bias information, mandatory reporting and UHDS Statement of Diversity.

Community Relations Facilitator (CRF) Campus Events

- CRFs planned and executed one large scale event per term that focused on bringing social justice topics in a creative, “entertaining” and artistic fashion.
- Tie-DyeVersity (Fall Term) – brought campus partners who focus on social justice work to connect with students through having color dye at each station for students to dye their shirt and learn more about the work these partners do.
- Gender Our Cookie (Winter Term) – focused on the gender spectrum with a presentation from the Pride Center and having gingerbread cookies for students to decorate how they please not being limited by the gender binary.
- Painting Justice (Spring Term) – bringing in visual artist, Claudia Ramirez Islas to talk about her art and how it connects to her experience with immigration. Participants will get the opportunity to create their own art based on their own experience with social justice.

UHDS Facilities Social Justice Education Series

- Three sessions spanning over winter term, focusing on personal and social identities and how these identities have a role in who we are, how we see the world and how our identities influence our work.

Leanne Brown Event

- In collaboration with The Moore Family Center, Memorial Union Retail and Food Services (MURFS) and Be Well Campaign, we had a Meet, Eat and Greet with Leanne Brown, food scholar and author of “Good and Cheap: Eat Well on \$4/day”. The event included food samples and a cooking demonstration.

UHDS Retention Grant Program

- Utilizing \$30,000 of Pepsi Funds, we created a grant program for current residents who expressed a strong financial need via the program application.
- We presented a total of 20 residents a grant of \$1,500 in fall and winter term to help them financially and to continue their college education at Oregon State.

Ramadan

- UHDS will be providing meals and prayer accommodations (in the residence hall) to all students who are observing Ramadan.
- UHDS will also provide opportunities for education about Ramadan to students who would like to know more about it.

UHDS Dining

- We offer access to the Supplemental Nutrition Assistance Program (SNAP) in Cascadia Market for individuals who are experiencing food insecurity.

University Relations and Marketing (URM)

Contact: Laura Shields

- Oregon State homepage feature story on Pride Week:
<http://poweredbyorange.com/2016/04/26/pride-in-our-communities/>
- Life@OSU story featuring Brenda Mc Comb and Julie Greenwood:
<http://oregonstate.edu/dept/ncs/lifeatosu/2016/osu-administrators-discuss-struggles-triumphs-of-coming-out-as-trans-women/>. (This will also become a homepage feature story.)
- URM had 13 staff (mostly division leadership) participate in the full ADVANCE seminar during March and April 2016. We have plans to conduct the seminar for the remainder of our staff and other communicators on campus.
- Evaluating position descriptions across the division to include more direct language on advancing diversity, equity, inclusion and social justice in university communications. Specifically, the Assistant Director of Marketing position description was updated so that this work makes up 20 percent of the essential duties and functions.