



Office of Institutional Diversity: The First 100 Days

Oregon State University
June 2016

Summary

Background

Inclusive excellence starts at the highest level of administrative authority, is expressed prominently in institutional missions and strategic plans and is supported through meaningful allocations of fiscal, human, and physical resources. According to the National Association of Diversity Officers in Higher Education (NADOHE), a fundamental commitment to inclusive excellence embedded throughout higher education institutions is critical to the health and functioning of colleges and universities.

At Oregon State, the importance of creating a University office and position whose singular focus is the advancement of equity, diversity and inclusion at the institutional level has come into sharp focus. In November 2015, students of color at Oregon State University organized a Speak Out to highlight instances of injustice and marginalization experienced as members of the University community. President Ray and many other University leaders listened to these experiences, and President Ray acknowledged the need to take steps to ensure student success and create a more inclusive environment. After further conversation with students and other members of the OSU community and deliberate consideration, President Ray announced that a new Chief Diversity Officer (CDO) position and Office of Institutional Diversity (OID) would be established to oversee the University's diversity, equity, inclusion and social justice efforts.

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

- Dr. Angela Batista, who was serving as Associate Vice Provost for Student Affairs and Dean of Student Life, accepted President Ray's invitation to serve as Interim CDO and to lead OID.

- Angelo Gomez, formerly the Executive Director in the Office of Equity and Inclusion, was appointed to a new role as Special Assistant to the President for Community Diversity Relations, charged with building capacity for community engagement and connecting Oregon State to diverse communities locally and throughout Oregon.
- Clay Simmons, Oregon State's Chief Compliance Officer, was asked to serve as Interim Executive Director of a new Office of Equal Opportunity and Access (EOA) to oversee all investigations regarding protected status discrimination, sexual harassment and sexual assault, affirmative action and access and accommodations for differently abled individuals.

Finally, President Ray launched a newly re-organized and expanded Leadership Council for Equity, Inclusion, and Social Justice, co-chaired by Dr. Brenda McComb, Senior Vice Provost for Academic Affairs, and Dr. Allison Davis-White Eyes, Director of Diversity and Cultural Engagement. The Leadership Council advises the President, the CDO and the University on ongoing and future initiatives and serves as a key conduit for community feedback regarding University efforts.

Since February, OID, in close partnership with the Leadership Council and offices throughout the University, has worked diligently to define its scope of work, move forward on immediate priorities, develop a plan for the future and cultivate the conditions necessary for OSU to make immediate progress in the advancement of these initiatives while beginning to plan for the future.

Phased Development Plan

Advancing equity and inclusion initiatives at the institutional level must involve every college, department, program, office and organization at the University. Recognizing the great task before it, OID has developed a three-phase plan for development of the office that prioritizes initiatives and establishes a framework for sustainable future growth and development:

- Phase I began following the Speak Out with the formation of the office and will last through the end of the 2015-2016 academic year;
- Phase II will begin in summer 2016 and continue through the hiring of a permanent CDO; and
- Phase III will begin following the hiring of a permanent CDO.

Phase I: 2015-2016 academic year

During Phase I, the University has focused on the following priorities following the Speak Out:

- Establishing the new office: OID established February 1, 2016;
- Reorganizing EOA: Reorganization continues, and a search committee for the new executive director has been established and has met once; the position will be posted in August;

- Increasing communication to the Oregon State community: Initial mapping of institutional initiatives is completed; expanded communication to the community includes launching the office website and social media channels, messaging, town halls, publications, etc.;
- Establishing a bias incident reporting and response process: New process implemented and team formed; protocol finalized and undergoing final stakeholder review; 24-hour reporting helpline will be piloted for implementation in fall 2016;
- Supporting efforts to diversify faculty and staff: Ongoing efforts include exploring targeted recruitment and opportunity hires in the colleges and support for the Provost's Hiring Initiative and Tenured Faculty Diversity Initiative (TFDI);
- Developing student learning modules: Currently under development for targeted implementation in fall 2016;
- Creating plan for faculty and staff training: Currently under development for targeted implementation in fall 2016;
- Conducting formal and informal outreach to University stakeholders: OID has actively reached out to offices, departments and campus groups as well as individual students, staff and faculty underway to build relationships and engage in conversations around diversity, equity, inclusion and social justice initiatives; and
- Supporting the work of the Leadership Council on Diversity, Equity, and Social Justice: Currently working to identify institutional needs, recommendations and priorities for 2016-2017 as well as developing draft job descriptions and expectations for the CDO role.

Phase II: Close of 2015-2016 academic year through hiring of permanent CDO

Phase II will focus on:

- Working with University administrators to set 2016-2017 priorities, setting and communicating a position description and timeline for the permanent chief diversity officer search and setting goals for the Leadership Council;
- Creating a detailed inventory of equity, inclusion and social justice initiatives at Oregon State;
- Outlining a list of potential community participation and engagement opportunities;
- Collaborating with the Leadership Council for Equity, Inclusion, and Social Justice to establish benchmarks for progress;
- Developing a comprehensive diversity, equity and inclusion communication plan;
- Planning and coordinating the 35th Annual Dr. Martin Luther King, Jr. Celebration;
- Collaborating with research offices to analyze institutional data collected from key equity and inclusion measures (e.g., Staff/Faculty Climate Survey, Student Inclusivity Survey, etc.);
- Continuing to support ongoing efforts to make diversity central to faculty and staff hiring practices;

- Working collaboratively to enhance Oregon State’s capacity to deliver comprehensive equity, inclusion and social justice learning opportunities to all community members;
- Collaborating on projects to expand the inclusion of diversity and representative perspectives into University publications and other media vehicles;
- Reaching out to the President’s Board of Visitors for Community and Diversity and supporting the development of community diversity relations initiatives; and
- Collaborating with partners to explore alumni engagement strategies.

Phase III: Following hiring of permanent CDO

Phase III will focus on the following potential areas to be determined after the hiring of the permanent CDO:

- Ensuring that the University’s diversity, equity, and inclusion goals are fully represented in its strategic priorities;
- Supporting ongoing efforts to recruit and retain diverse faculty, staff and students;
- Identifying and implementing targeted initiatives to advance diversity goals;
- Conducting ongoing campus climate studies;
- Conducting demographic studies;
- Conducting salary equity analyses; and
- Implementing an awards program that recognizes and celebrates diversity as key component of Oregon State’s culture.

First 100 Days Report

During its first 100 days, OID identified and pursued an ambitious agenda, advancing important immediate priorities, establishing vital partnerships and planning future initiatives. This report is intended to introduce the Oregon State community to the principles guiding OID’s efforts, provide an update on OID’s efforts and initiatives, and lay out OID’s future vision and plans.

This report also invites the community to engage in conversations about current projects and potential future collaborations – every Oregon State community member has a role to play in creating an inclusive and equitable Oregon State.

OID also sought to highlight important efforts being carried out by University departments and community members across the organization in an effort to enhance a more equitable and inclusive Oregon State. In addition to updates from key University stakeholders, OID solicited “points of pride” from the Oregon State community, inviting community members to submit updates on other efforts – big and small – being undertaken at the University. These updates and “points of pride” are also included as appendices in the “First 100 Days” report.