



Equity Leaders Consortium
April 14, 2022
10-11:30 a.m.

Agenda

- **Welcome**
- **Warm Intros**
- **Leadership Lab – Data Governance for Race and Ethnicity Data Feedback**
- **Unit Talk – Vrushali Bokhil and Kameron Kadooka**
- **[Revisit] Employee of Color Retention Strategy**
- **Institutional Updates**
- **Adjourn**

Unit Updates

College of Science – Vrushali Bokhil and Kameron Kadooka

The College of Science is thrilled to announce Kameron Kadooka as its director of Equity, Access and Inclusion (EAI), effective April 1. This new position is a step forward for the College, driven by the Diversity Action Plan, 2021-2024: Embedding Equity, Access and Inclusion.

Griggs Office of Black & Indigenous Student Success – Dorian Smith

We are excited to announce Marilyn Stewart has joined the EOP & the Griggs Center. Please also look out for our Dam Proud Day giving campaigns. Lastly, save the date for President's Commission on the Status of Black Faculty and Staff Affairs (PCSBFSA) State of Black Affairs Summit on May 25! Check out more information on the [event page](#).

University Information and Technology – Scott Emery

One of OSU IT's roadmap projects is to systematize the GenderMag method across our IT community. The GenderMag method was created by Drs Margaret Burnett & Anita Sarma in OSU's CoE CS department and works to make IT tools more inclusively designed. One of the

items we're working on now is developing an inclusivity checklist in partnership with our Procurement Office. The checklist is a tool that will eventually help RFP committees understand what (if anything) vendors have done to incorporate inclusive design principles into their products. It's one way we're working to ensure we're onboarding software tools that align with our DEI commitment.

Over the past year, I've been leading an IT Workforce Development project team to help us identify what IT skills are needed for the success of our future goals and objectives. This work is a precursor to creating an IT professional development plan for OSU and was initiated by CIO Andrea Ballinger after her first 100 days where she discovered that professional development for IT employees was not being offered equitably.

Finally, talks for the next year of offerings for the Anti-Racism in Academia (ARiA) program are starting to happen. This is a program I've mentioned in past ELC Trend Surveys. The ARiA program is considering offering their curriculum to higher ed institutions. I can keep you all posted on this as I learn more. Chrysanthemum Hayes & I have served as facilitators the past two years for the ARiA program.

Division of Finance and Administration – Keahi McFadden

The Division of Finance & Administration (DFA) convened interested division employees to start a DFA DEI Action Planning Workgroup. The workgroup has worked over the last several months developing knowledge through shared learning experiences and working through several stages of our roadmap plan. We are currently at the vision statement stage. This website link will provide additional background information <https://fa.oregonstate.edu/dfa-inclusive-excellence>. The ELC is amongst the campus partners who will receive a request to respond to survey regarding the draft vision statement and your feedback is appreciated. The ELC was chosen as participants because of your experience, background, knowledge, and ongoing efforts and focus on DEI initiatives and goals.

OSU Alumni Association – Suzanne Flores Phillips

Check out the following events and encourage your students and staff to attend. For more details and to see other upcoming event visit, fororegonstate.org/events.

April 29 - Parent and Family Spring Social

<https://fororegonstate.org/get-involved/events/detail/2022/04/29/default-calendar/parent-and-family-spring-social>

May 3 - Things I Wish I Knew | Being out in the workforce

<https://fororegonstate.org/get-involved/events/detail/2022/05/04/default-calendar/things-i-wish-i-knew-being-out-in-the-workforce>

May 6 - Welcome Social | OSU Rainbow Connect

<https://fororegonstate.org/get-involved/events/detail/2022/05/07/default-calendar/welcome-social-osu-rainbow-connect>

May 7 - Pride Center Anniversary & OSU Rainbow Connect Celebration

<https://fororegonstate.org/get-involved/events/detail/2022/05/08/default-calendar/pride-center-anniversary-osu-rainbow-connect-celebrationn>

May 14-21 - OSU Days of Service

<https://fororegonstate.org/get-involved/events/detail/2022/05/11/default-calendar/osu-days-of-servicee>

May 24 "Save-the-Date" Multicultural and National Pan-Hellenic Greek Alumni Gathering
Details coming soon!