



Equity Leaders Consortium
December 16, 2021

Agenda

- **Welcome**
- **Warm Up, Warm Intros**
- **OID/Campus Updates**
- **Values Connection Exercise**
- **Leadership Labs**
 - **Michele Justice (College of Forestry):** "What strategies have people used to attract diverse candidates (particularly in T/TT positions, but more generally across employment categories) in specialized fields, and what are some tips on assessing credentials in a more inclusive manner."
 - **Reagan Le (Diversity and Cultural Engagement):** "What strategies do you employ to lead/support/manage staff from historically marginalized identities who are in constant "crisis" mode and do it from a culture of care while ensuring they are keeping themselves accountable to their day-to-day responsibilities?"
- **Extension and Engagement Update Explanation**
- **Adjourn**

Unit Updates

Center for Teaching and Learning – Regan A. Gurung

To foster discussions of transforming how we teach to be more inclusive, the CTL with DPD is organizing a winter and spring book club where participants get a free book (Transformative Approaches to Social Justice Education) and a chance to discuss it with peers.

<https://ctl.oregonstate.edu/transformative-approaches-social-justice-education-book-club>

Graduate School – Phillip Mote

The Graduate School works closely with academic partners in the colleges. Several initiatives are underway to promote DEI in graduate education:

- Implementing holistic admissions in graduate programs: mitigating bias in GRE test scores by assessing several important attributes that contribute to success in a graduate degree. Over the past year many more programs have adopted a holistic approach.
- Training faculty in culturally aware mentoring. We rolled out a program in November that is very popular.
- Modifying the Search Advocate training to focus on graduate admissions.

- Encouraging colleges to identify and understand disparities in the admission rates or yield rates of demographic groups.

In all forms of communications, we are vigilant about de-biasing visual design choices and words.

Extension and Engagement – Ana Lucia Fonseca Tapia

VP for Extension and Engagement, Ivory Lyles, tasked a committee to identify recommendations for our new leadership structure. Based on their recommendations and other input, there will be two new senior leader positions:

- **Associate Vice Provost:** This position will have significant focus on providing university-wide leadership for the scholarship of engagement and moving OSU forward as a national leader in this regard. Professional and Continuing Education and OSU KidSpirit will report to this position.
- **Associate Director:** This position will oversee and ensure efficient conduct of division operations. Diversity, Equity and Inclusion, Human Resources and Information Technology will report to this position.

You can find the associated organizational chart on our [leadership webpage](#). We will fill these positions through national searches. Internal candidates are welcome and encourage to apply.

College of Business – Anne Sinkey & Audrey Iffert-Saleem

The Center for Advancing DEI in Business is looking to hire consultants for DEI leadership coaching, organizational assessments and trainings for external corporate partners. Anyone interested in contract work with us is welcome to reach out to Anne at anne.sinkey@oregonstate.edu.

College of Forestry – Michele Justice

College of Forestry is working on two key projects: 1) Developing guidance and strategy for increasing diversity and ensuring equitable consideration of candidates in searches 2) Integration of DEI learning/activity requirements into all PD's, with a plan for evaluation and assessment. We welcome input!

Diversity and Cultural Engagement – Reagan Le

Will be launching national searches for the Center Director for the Asian and Pacific Cultural Center, and the Centro Cultural César Chávez.

Educational Opportunities Program – Janet Nishihara

There will be a grand opening celebration for the new Dr. Larry Griggs Center for Black and Indigenous Student Success in early -mid January. The Center, located in the Memorial Union, is currently open for study groups, office hours for EOP courses, and events.

University Housing & Dining Services - Wiliama Sanchez

UHDS Diversity Initiatives and Programs will have a new Interim Coordinator starting the beginning of Winter Term. Announcements will be going out shortly. UHDS has also awarded 7 Retention Grants this term to support Pell eligible students remove financial aid holds from

their accounts in order to register. Starting January 3rd, we will be hiring Diversity Learning Assistants for the 2021-2022 Academic Year. If you know of any students who would be interested in the live-in position, please send them this link:

<https://uhds.oregonstate.edu/hallstaff/diversity-learning-assistants>

Office of Institutional Diversity - Teresita Alvarez-Cortez

There is a new Data Governance Workgroup brought together to discuss how we collect and use Race/Ethnicity data. I anticipate bringing more updates to this group in the future. For now, I just want to give a heads up that some of you may be called in for interviews/focus groups/survey collection around this topic. This is a very exciting workgroup that will impact all of us and will hopefully clean up the existing gaps in data collection.