

Equity Leaders Consortium

January 13, 2022

Meeting Materials

- Agenda
- Ecampus unit talk

OID/Campus Updates

- Presidential Search
 - In process
 - Presidential Profile:
https://leadership.oregonstate.edu/sites/leadership.oregonstate.edu/files/osu_presidential_leadership_profile_final.pdf
- Americans with Disabilities Task Force (ADA@31 Committee)
 - The purpose of the task force is to review the policies, programs, and systems that Oregon State University has in place to support a culture of inclusiveness and compliance with the ADA, and to make recommendations regarding ongoing effectiveness and any needed improvements. Listening sessions in January
- Dr. Martin Luther King, Jr. Celebration
 - Peace Breakfast: Jan. 17, 2022
 - Keynote with LaTosha Brown: Feb. 17, 2022 (rescheduled)
- President and Provost's Leadership Council (PPLC)
 - 2021-22 Focus Area: Retention of employees holding minoritized identities
 - Exit Survey: Selecting an external vendor to complete
 - Onboarding/Offboarding program development
- University Community Climate Survey
 - Administration and assessment to be completed by contracted external partner
 - 2022 Faculty/Staff survey to be administered this spring
 - Student survey to be administered in Spring 2023

Unit Talk: Marleigh Perez, Ecampus Student Success Team

Overview of DEI work happening in Ecampus

- Tribal Communities Initiative: <https://ecampus.oregonstate.edu/online-degrees/tribal-communities/>
 - Purpose: Better serve Native and Indigenous students and communities through online education
 - Current & Future Work
 - Foster sense of belonging for Ecampus students, connecting with on-campus organizations and support
 - Promote online education as a way to continue education and honor their family and tribal commitments
 - Expanded broadband access to rural communities
- Inclusive Excellence Strategic Planning

- Implementation in AY22 and beyond
- Developed 9 goals and a roadmap to work needed in moving towards being a more inclusive and equitable division
 - Goal 2: Design a strategy to continually improve course development for inclusive teaching and learning
 - Resources from Center for Teaching and Learning
 - One of [OSU Quality Teaching Framework](#)'s 3 main goals, one is "A Quality Teacher is understood to **contribute to an inclusive and meaningful learning community.**"
 - [Inclusive Teaching](#) workshops and resources
 - Goal 9: Expand diversity, equity, and inclusion training and professional development for Ecampus employees and faculty
 - Need to intentionally evaluate how employees are committed to this work.
- DEI Audit of Ecampus marketing
 - Worked with Court Morse, Action Path Racial Equity Solutions
 - Identified strengths and opportunities
- Questions?
 - Language Access: They are continuing work on that!

Leadership Lab—Collected resources and suggestion

- Ana Lu Fonseca (Extension & Engagement): "What strategies have you used as DEI professionals to "lead up"? In particular, how have you "led up" when your supervisory line does not have professional DEI experience?"
 - Gather data and evidence—showing the things that you say are impactful. Not just statistics; people's lived experiences as well.
 - Create a network; do not hesitate to reach out for assistance or expertise.
 - Collaborate.
 - Recognize the diversity of approaches to DEI work and find different ways for people to participate.
 - Build trust in relationships.
 - Remain focused on the intended outcomes.
 - Demonstrate efficacy and progress
 - Identify how advancing equity affects other areas
 - Enrollment
 - Development/Fundraising
 - Be more demanding in terms of financial support for DEI efforts
 - Request the lead administrator's support in building time into PDs to do DEI work.

Attendees

- Scott Vignos
- Jeff Kenney
- Teresita Alvarez-Cortez
- Pamela Johnson
- Adam Kent
- Aleksandra Sikora
- Amy Frasier
- Ana Lu Fonseca
- Anne Sinkey
- Itchung Cheung
- Dorian Smith
- Elizabeth Root
- Keahi McFadden
- Kevin Stoller
- Marleigh Perez
- Matt Evans
- Michele Justice
- Phil Mote
- Reagan Le
- Sahid Rosado Lausell
- Regan Gurung
- Scott Emery
- Suzanne Flores Phillips
- Laura Shields
- Kimya Massey
- Vrushali Bokil
- JT Thomas