

# From the Office of the Dean of Academic Affairs

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## Diversity, Equity, and Inclusion (DEI) Values and Guiding Principles

“Injustice anywhere is a threat to justice everywhere.” Dr. Martin Luther King, Jr.

Within Academic Affairs at OSU-Cascades, we value the diversity of our faculty, staff, and students. We are committed to systematic change that promotes equity and inclusion for all members of the Cascades community. The Dean’s Office is committed to an ongoing practice of identifying and responding to the causes and impacts of inequitable norms, policies and procedures while working to create a culture that centers on care, equity and social justice.

### We Value Diversity

The Dean’s Office views the diversity of our faculty, staff and students as vital to the strength and success of our campus and Oregon State University as a whole. We respect the lived and professional experiences of our community members and are committed to eliminating bias related to aspects of identity and experience, including:

- Race
- Color
- Ethnicity
- National Origin
- Gender Identity and Expression
- Sex
- Sexual Orientation
- Religion
- Disability
- Genetic Information
- Marital Status
- Veteran Status
- Age
- Class
- Educational Pathway
- Academic Rank

### We Value Equity

The Dean’s Office is committed to identifying and removing structural barriers to academic opportunity, access and success for all our community members. This includes interrupting bias and discrimination in the moment, creating equitable decision-making processes, and responding to inequitable impacts – regardless of intent.

### We Value Inclusion

The Dean's Office works to create an environment in which faculty, staff and students can engage authentically and trust that their perspectives will be valued and their rights respected. We engage in open conversations while not shying away from addressing difficult topics or issues. We provide comfort and show compassion to students, colleagues, and community when traumatizing events occur locally, nationally, or globally.

### **Guiding Principles for Diversity, Equity and Inclusion**

The Dean's Office will hold to these stated DEI guiding principles while making decisions.

- Align with the goals and actions of the OSU-Cascades DEI Strategic Plan developed by the Office of the Diversity, Equity and Inclusion Coordinator and adopted by the Dean's Executive Council
- Invite and meaningfully consider diverse viewpoints regardless of perceived status
- Consider the equity implications of all policies, procedures and practices as they are created or reviewed

### **Commitment to Action**

Real change requires meaningful action. Through the efforts of the Dean's Office, the Office of Diversity, Equity and Inclusion and the DEI Laboratory, we are committed to:

- Identify and appropriately address bias, discrimination and micro-aggressions when they occur.
- Seek out and listen to diverse perspectives, centering the voices of those most impacted and least heard, and respond to the needs and priorities they raise.
- Support the DEI education of faculty, staff, students and community through quarterly trainings.
- Provide outside DEI mentorship to the Dean's Executive Council and Academic Leadership Team and to faculty and academic staff as appropriate.
- Prioritize the recruitment of faculty from historically marginalized and underrepresented backgrounds through the Search Advocate program and through targeted DEI recruitment planning.
- Recognize and respond to current events and their disparate impacts on diverse campus communities.
- Assemble a DEI task force consisting of the Diversity Coordinator, Director of the DEI Laboratory, the ASCC Student Inclusion Coordinator, and DEI consultant(s) to the Dean's Team to enact DEI plans.